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Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Sixth periodic report of States parties

Denmark*

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* The present document is being issued without formal editing.

For the initial report submitted by the Government of Denmark, see CEDAW/C/5/Add.22, which was considered by the Committee at its fifth session. for the second periodic report submitted by the Government of Denmark, see CEDAW/C/13/Add.14, which was considered by the committee at its tenth session. For the third periodic report submitted by the Government of Denmark, see CEDAW/C/DEN/3, which was considered by the Committee at its sixteenth session. For the fourth periodic report submitted by the Government of Denmark, see CEDAW/C/DEN/4, which was considered by the Committee at its twenty-seventh session. For the fifth periodic report submitted by the Government of Denmark, see CEDAW/C/DEN/5 and CEDAW/C/DEN/5/Add.1, which were also considered by the Committee at its twenty-seventh session.

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Introduction

The Convention on the Elimination of All Forms of Discrimination Against women adopted by the United Nation's General Assembly on December 18, 1979, entered into force in Denmark on May 21, 1983.

The responsibility for the implementation of the obligations laid down in the articles of the Convention rests with the government, but could not be accounted for without the participation of the many institutions, organisations, groups and individuals engaged in the field of gender equality.

According to the rules, Denmark submitted its first report for consideration by the Committee on the Elimination of Discrimination Against Women (CEDAW) in 1984. The second periodic CEDAW report on the implementation of the Convention was submitted in 1988, the third in early 1993 (CEDAW/C/DEN/3), the fourth in February 1997 (CEDAW/C/DEN/4) and the fifth in July 2000 (CEDAW/C/DEN/5). An addendum to the fifth periodic report was submitted in October 2001 (CEDAW/C/DEN/5/Add.1)

The fourth and the fifth periodic reports including the addendum was considered by the Committee at its 561st and 562nd meetings on 21 June 2002 (CEDAW/C/SR.561 and 562) and document A/57/38 (Part II). Developments described in the summary record of the 561st and 562nd meetings are not repeated in the present report. However, concerns and recommendations of the Committee are addressed.

The sixth periodic report has been structured according to the "Compilation of Guidelines on the Form and Content of Reports to be submitted by States Parties to the International Human Rights Treaties – Addendum". (HRI/GEN/2/rev.1/Add.2). Each chapter corresponds to the different parts of the Convention. As usual, Danish NGOs were invited to comment on the report. These comments can be found at the end of the report.

The present sixth periodic report introduces the most important gender issues in the Danish context over the last 3 years.

Summary of conclusions and initiatives

The Danish Government wants to create equal opportunities for women and men. Its goal is for women and men to be seen as equals and have equal opportunities for making their choices. With this in mind, the Government will strive to break down the barriers preventing the individual women and men from leading the lives they want.

Gender equalit lies at the heart of true democracy, and the key values in gender equality work are fairness, equal status, self-determination and the right to diversity.

By EU standards, Denmark has rather high participation and employment rates, in particular for women. The gender equality policy in the employment field is based on this fact and is, in particular, targeted on dismantling the gender segregated labour market, reducing gender pay gaps and reconciling work and family life. Gender mainstreaming is the general principle used in this connection.

The Danish Government has taken a number of initiatives to further promote gender quality since June 2002, for instance:

- With regard to **combatting violence against women** the Danish Government on March 8, 2002 presented a national action plan aimed at combating violence against women. In June 2002 the maximum penalties for violence agaisnt persons and rape were increased and in May 2003 ,the Criminal Code was amended concerning female genital mutulation.
- With regard to **trafficking in women** Denmark on September 30, 2003 ratified the Protocol to Prevent, Supress and Punish Trafficking in Persons, Especially Women and Children, and the United Nations Convention against Transnational Organized Crime. In December 2002 the Danish Government published an action Plan against trafficking in women.
- With regard to **combating marriages contracted against a person's own desire** the Danish Government on August 15, 2003 presented an action plan for 2003-2005 aimed at combating forced, quasi-forced and arranged marriages. In December 2003 the Aliens Act was amended introducing a rule of presumption which implies that, if a marriage has been contracted between close relatives, it must be considered doubtful, that the marriage was contracted at both parties' own desire.
- With regard to **research** it is sought to promote gender equality at universities and government research institutions by focusing on the working environment in order to develop means of improving working conditions and thereby make a career in research more appealing to both sexes in general.
- With regard to the **labour market**, the Government has taken a number of initiatives with regard to reconciling family and working life, including extending maternity and parental schemes.

I. The framework for working towards equality

Article 1. Foundation

Ensuring equal rights and opportunities for women and men is a basic principle of Danish politics. Gender equality is a pivotal element of Denmark's democracy. This viewpoint arises from a fundamental respect for human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Denmark strives to secure both de jure and de facto gender equality for women and men. Women and men share the same rights, obligations and opportunities in all areas of society. This fact appears from the Danish Gender Equality Act, in which section 1 states: "The purpose of this Act is to promote gender equality, including equal integration, equal influence and gender equality in all functions in society on the basis of women's and men's equal status."

Since submitting it's fifth periodic report in 2000, Denmark has worked to improve the implementation of a gender mainstreaming strategy and has intensified the focus on the fight to stop violence against women and trafficking in women and on women in politics and management. Thus, the national focus is consistent with the obligations Denmark assumed in ratifying the CEDAW Convention, hereafter the Convention, as well as with the political obligations following from the final document from the 4th UN World Conference on Women in Beijing 1995 "Platform for Action" (PfA) and the final document from the 23rd special session of the UN General Assembly "Women 2000: Gender equality, development and peace for the Twenty-First Century", also known as Beijing+5

Article 2. Constitution and legislation

The Danish constitution is codified in the Constitutional Act of the Kingdom of Denmark of June 1953. The Danish Constitutional Act contains no special provisions on gender equality between women and men.

Gender equality between women and men is a general principle and objective of Danish policy. Since 1976, changing governments have continuously worked to review and improve the quality of legislation and other legally binding rules to achieve legal gender equality between women and men.

Today, women and men in Denmark share the same formal rights, obligations and opportunities in society.

Denmark's main acts on gender equality are:

- Act on Equal Pay (Consolidating Act no. 983 of 29 November 2001 as amended by Act no. 358 of 6 June 2002)
- Equal Treatment Act (Consolidation Act no. 711 of 29 August 2002)
- Act on Gender Equality (Consolidation Act no. 553 of 2 July 2002 as amended by Act no. 286 of 25 April 2003)
- Act on Equal Treatment of Women and Men in the Occupational Social Security Schemes (Act no. 134 of 25 February 1998).

The Equal Treatment Acts contain a range of common elements:

- Definition of direct and indirect discrimination, including provisions on sexual harassment
- Exceptions for cases where otherwise illegal criteria are actual occupational qualifications, i.e. crucial for performing the work
- Access to temporary special measures
- Shared burden of proof
- Victimisation rules, i.e. provisions protecting a person who demands his or her rights against being adversely treated for that reason.

The Danish Constitutional Act and the Acts on Gender Equality bind both the public and the private sector to ensure that gender equality is respected. In addition, Danish law applies an unwritten, but legally binding, administrative equality principle prohibiting unequal treatment because of gender, ethnic origin, etc. This principle binds public employers, public employment services and all other public bodies.

A review of the Gender Equality Acts can be found in Denmark's fifth periodic report (CEDAW/C/DEN/5) and supplementary information in CEDAW/C/DEN/5/Add.1.

A. Faroe Islands and Greenland

Home Rule in The Faroe Islands was introduced by The Faroe Islands by Home Rule Act No. 137 of March 23, 1948. Within the framework of this Act, the Faroe Islands shall constitute a self-governing community within the State of Denmark. In conformity herewith, the Faroese people, through its elected representatives, the "Løgting" and an Executive established by the latter, the "Landsstýrið" takes over, within the unity of the Realm, the administration and government of Faroese affairs as indicated in this Act.

Greenland Home Rule as introduced by the Greenland Home Rule Act No. 577 of 29th November 1978 is an extensive type of self-government. By the Greenland Home Rule Act, effective from May 1st 1979, the Danish Parliament has delegated legislative and executive powers to the Home Rule Authorities, consisting of the popularly elected legislative Greenland Parliament, the *Landsting*, and the Greenland Home Rule Government, the *Landsstyre*.

The Danish law complex on gender equality is not applicable in The Faroe Islands and Greenland as the responsibility for gender equality issues rests with the Home Rule Authorities of The Faroe Islands and Greenland.

The Home Rule Governments consist of a Head of The Home Rule Government and Members of The Home Rule Government. All citizens in The Faraoe Islands and Greenland are Danish citizens and there are no Faroese nor Greenlandic citizenship. Foreign affairs belong under the Danish government for the entire Kingdom according to the Constitution art. 19 and it is not possible to transfer the area to the Home Rule Governments. Denmark's ratification includes the entire Kingdom of Denmark (including The Faroe Islands and Greenland). On occation the Government of Denmark has made territorial exclusions in co-operation with The Home Rule Authorities.

Accordingly, the sections in this report about The Faroe Islands and Greenland have been prepared by The Home Rule Authorities.

After examining the fourth and fifth periodic reports of Denmark, the Committee recommended that Denmark takes steps to incorporate the Convention into domestic law, when considering the recommendations of the Danish Committee on incorporation of human rights conventions into Danish legislation (hereinafter "the Incorporation Committee").

The Danish Government has taken note of the recommendation of the Incorporation Committee not to incorporate the Convention into domestic law. The Government has now decided not to incorporate the Convention into Danish law. This decision is based on several considerations.

Firstly, the Convention itself does not place any obligations on the States to incorporate the Convention into the domestic law. When ratifying the Convention, the Danish Government assessed whether domestic law and practice were in conformity with the provisions of the Convention or whether any changes of domestic law and practice were necessary prior to the ratification.

After ratifying the Convention, the Government has also continuously taken steps to ensure that Danish law and practice is in conformity with the Convention, for instance when drafting proposals for new legislation.

Hence, the Government is of the opinion that Denmark fully respects the provisions of the Convention.

Secondly, the human rights conventions that Denmark has ratified are relevant sources of law regardless of the method of implementation, as emphasised by the Incorporation Committee. Conventions that have not been specifically implemented because harmony of norms has been ascertained can be and are in fact invoked before and applied by the Danish courts and other law-applying authorities.

Considering that the existing state of law in Denmark ensures that this Convention as well as other ratified, but not incorporated UN human rights conventions are relevant sources of law and may be applied by the courts and other law-applying authorities when interpreting and applying national law, the Government finds that it is not legally necessary to incorporate the Convention into Danish law. Incorporation would thus not change anything with regard to the existing state of law in Denmark. The Government would like to draw the attention of the Committee to the fact that in 2003, the Government published a manual on how to use the UN complaint procedures, including the possibility to bring individual complaints under the CEDAW Convention. The handbook includes practical information as well as the full texts of the four UN human rights Conventions under which individual complaints can be brought, including the CEDAW Convention.

Article 3. National policy

The work of promoting gender equality in Denmark applies a two-pronged approach: gender mainstreaming supplemented by a focus on key action areas, requiring specific government attention.

Public authorities in Denmark are obligated to promote gender equality in their work. When the Act on Gender Equality was adopted in May 2000, the principle of gender mainstreaming became a statutory provision in Danish legislation. Thus, section 4 of the Act states that: "Public authorities shall, within their portfolio, work for gender equality and integrate gender equality in all planning and administration (mainstreaming)."

The Minister for Gender Equality has the responsibility for the overall guidelines and policies as well as a monitoring function, while the central, local and regional authorities are responsible for implementing the actual gender mainstreaming work.

To assist the central authorities in launching the work to integrate gender equality within the portfolios of the individual ministries, in 2001 the Minister for Gender Equality set up an inter-ministerial steering group of senior officials to monitor the gender mainstreaming work in the ministries. Refer to CEDAW/DEN/5/Add.1 for additional background information on the Inter-ministerial steering group. Article 5 in the present report contains a status of the gender mainstreaming work.

Before 1 March each year, the Minister for Gender Equality must prepare a report to the Danish Parliament on the work performed in the previous year, accompanied by a perspective and action plan for the coming year. This procedure was agreed when the Act on Gender Equality was adopted in 2000, and, together with a perspective and action plan, an annual report has been submitted to the Danish Parliament since 2001. The report should help to provide a qualified basis for the annual parliamentary debate on gender equality.

A. Central and local government reports on gender equality

According to the Act on Gender Equality, ministries, public institutions and public enterprises must prepare a biennial report on gender equality to the Minister for Gender Equality. The report must contain information on whether the ministry, the institution or the public enterprise has articulated a gender equality policy and, if so, details on its content, gender distribution by individual job categories and other aspects likely to affect the evaluation of the ministry's, the institution's or the public enterprise's activities in the gender equality area.

Reports from the public institutions show that they work resolutely with action plans and actual targets for gender equality work. The institutions have also found more resources to launch a range of gender equality initiatives, both internally aimed at the staff and externally aimed at citizens. This work includes fostering family-friendly workplaces, incorporating more women in management, establishing networks for female employees at predominantly male workplaces and gender-neutral recruitment at predominantly female workplaces. Examples of initiatives aimed at citizens include information campaigns specifically targeted at either women or men, analyses to see whether the services of institutions are suited for both genders and communication involving gender equality aspects.

The Act on Gender Equality also provides that local and regional authorities must submit biennial reports to the Minister for Gender Equality on the standing of gender equality between women and men among the local and regional authority employees. The provision was inserted into the Act on Gender Equality, when in 2002 an amendment was made, superseding a similar provision in the Local Government Act.

The reports must contain information on whether the local or regional authority has articulated a gender equality policy and, if so, details on its content, gender distribution by individual job categories and other aspects likely to affect the evaluation of the local or regional authority's activities in the gender equality area. The report must be adopted by the local or by the regional government at a meeting. This methodology ensures that citizens of the local/regional area become involved in the process and debate.

The results from the local and regional authorities' gender equality reports became available from December 2003 at a new website www.ligestillingidanmark.dk. At this address, citizens, employees and politicians can on their own study the reports' many sub-results and benchmarks in the local and regional authorities' gender equality activities, and find good ideas to inspire their continued gender equality work. The creation of this website makes gender equality work visible.

In general, the reports show that a growing number of local, regional and central institutions have set up gender equality policies and a range of actual action plans for the work. This is a positive development. On the other hand, the reports also revealed that the public labour market is still very gender segregated and that the number of women in management and local politics remains low.

In February 2004, the website was supplemented with the results of the central government's gender equality reports. Gender equality work and the gender composition of boards, etc., in ministries, agencies and institutions were also benchmarked.

Article 4. Equality bodies and temporary measures

A. Minister for Gender Equality and the Department of Gender Equality

The central government's work to promote gender equality between women and men is vested in the Minister for Gender Equality. The position as Minister for Gender Equality is a dual ministership, and the current minister also holds the post of Minister for Social Affairs.

The Minister for Gender Equality focuses on gender equality across the minister portfolios. The individual ministers are responsible for gender equality in their own portfolio, both in terms of special and of general initiatives (i.e. the statutory mainstreaming principle). Therefore, a major task of the Minister for Gender Equality is to coordinate the central government's gender equality work and set up the framework for the overall gender equality policy.

The Department of Gender Equality falls under the Ministry for Social Affairs and operates as the Minister's secretariat and is in charge of servicing the Minister in relation to the government, the parliament, the citizens and activities within specific key action areas. Additionally, the Department of Gender Equality follows the international gender equality work at government official level in the Nordic countries, the EU, the Council of Europe and the UN.

B. Gender Equality Board

The Gender Equality Board consists of a chairperson, who is a judge, and two other members who must be attorneys with expertise in the areas of gender equality and labour market relations, respectively.

The Board handles actual complaints about discriminatory treatment of women and men. Any citizen can appeal to the Board, and the intention is to allow the citizen easier access, free of charge, to obtain decisions on complaints concerning gender discrimination. If an employee is a member of a trade union and a collective agreement covers the subject-matter of the complaint, the complainant must first approach her or his trade union. If the trade union either cannot or will not submit the matter to arbitration or to the Labour Court, the Board holds the competence to handle the case.

A citizen has access to complain about discrimination in the labour market, within public administration or in connection with business and general activities, i.e. the educational, health and social sectors, private companies and the financial sector.

The decisions of the Board are binding and administratively final, and the Board is empowered to award compensation to the complainant if the Act on Gender Equality has been violated. In very special cases, the Board can overrule a dismissal unless the working relationship is regarded as irreparably damaged.

In 2000, the Board was set up for a two-year trial period, and made permanent in 2003 through an amendment to the Danish Gender Equality Act. Prior to presentation of the bill to make the Board permanent, the Board's activities were evaluated, one conclusion being that the Board's professional and legal activities were respected, but the public was insufficiently aware of the Board. As a result, a publicity strategy was set up for the Board.

About 50% of the Board's cases represent complaints from women who are not union members and who were dismissed, while pregnant or on maternity leave. The other half of the cases deals with infringements of the Act on Gender Equality or infringements of other legislation.

C. Other players

In addition to the central government institutions, a wide range of other institutions and players also focus professionally on gender equality and contribute to enhancing the national debate.

1. International Gender Equality Board

In 1987, the Prime Minister set up the government's committee for international cooperation on gender equality (the International Gender Equality Board).

The Board consists of a chairperson appointed by the Minister for Gender Equality and five representatives of the parties of the parliament, relevant ministries (Ministry of Employment, Ministry of Foreign Affairs and the Department of Gender Equality), as well as women's and men's organisations (Danish Women's Society, Women and Development (K.U.L.U.), Women's Council in Denmark, Unifem Denmark and Masculine Forum).

The committee is an advisory forum for the Government, and has since its establishment focused on gender equality in the UN, the Nordic countries, the EU and the Council of Europe.

2. Universities

Research on women and gender

Through the last 30 years, gender research at universities has developed as a dynamic research discipline. Gender research covers various specialised areas and is an umbrella for gender equality research, research on women, feminist research, research on men and masculinity and queer research. More than 300 researchers in Denmark are involved in gender research.

University of Copenhagen hosts the Coordination for Gender Studies in Denmark, which functions as the compilation centre vis-à-vis research environments, individual researchers and in relation to recruiting new researchers for the area.

The Coordination's key tasks are to develop gender research as an interdisciplinary and inter-institutional research area, to launch the debate, to profile the research area in the general public and the media and to communicate the results of gender research to other researchers.
Annually, the initiative receives 800.000 DKK in funding from the Danish Research Agency.

Danish Research Centre on Gender Equality

The Danish Research Centre on Gender Equality at Roskilde University performs research, development and communication focusing on gender equality. The Centre's aim is to foster gender equality in society by disseminating research-based knowledge on gender and gender equality. The Centre was set up in September 2002.

The Centre offers advice and consultancy on all gender-related issues. In the last two years, the Centre has assisted EU applicant countries in setting up national institutions to handle gender equality tasks through projects in, for example, Poland, Estonia, Latvia and Hungary.

The Centre aims at providing a platform for continual renewal of discussions on gender equality, including incorporating the male perspective and perspectives that globalisation and technological development are heightening, i.e. pornographisation of the public space, gender equality problems among ethnic minorities or trafficking in women for prostitution.

The Centre attaches weight to participating actively in the public debate and also undertakes to teach university students and others who request it.

The Centre's work is financed through project grants from an array of partners: EU programmes, Danish labour market organisations, ministries, local authorities and private companies.

3. Danish Centre for Information on Women and Gender

The Danish Centre for Information on Women and Gender is a national information, documentation and cultural centre that communicates the results of women and gender research to a general public with broad interests. The Centre communicates knowledge on the impact of gender differences and strives to make women's knowledge, experience and expertise visible. The Centre is an independent institution under the Ministry of Cultural Affairs with its own bylaws and Board.

The pivot of the Centre's activities is the KVINFO library, which holds the status of research library and offers comprehensive services to the public. From its establishment, KVINFO's library has systematically purchased male research publications. Thus, the Centre operates as a research library on both women and men.

KVINFO's resources are utilised by school pupils, students, researchers, reporters, television editors, gender equality consultants, central government authorities, artists, trade unions, embassies, educational institutions and others. Men account for 20% of the Centre's users.

With support from the Ministry of Refugees, Immigration and Integration, KVINFO set up a mentor network for women with refugee/immigrant backgrounds in 2003. The network is meant to support women with refugee/immigrant backgrounds in achieving specific personal and professional aims. Immigrant women are paired up with and Danish women, who act as mentors. To become mentors, the Danish women must have strong labour market attachments and well-functioning networks. They must also be prepared to share their knowledge, experience and network to support the other woman's professional and personal development.

In January 2004, 400 people had relations to the network, distributed on 119 mentees, 145 mentors and 129 contacts. The network has matched a total of 93 pairs of women. As of 2004, the network will also have a section at the Women's Museum in Denmark in Aarhus, Denmark.

4. Non-Governmental Organizations

Denmark has a long tradition for non-governmental organisations' (NGOs) active participation in the work to promote gender equality between women and men. In particular, Danish Women's Society and the Women's Council in Denmark, an umbrella organisation for 52 women's associations and organisations, work to ensure women's rights and influence in society as such. The Minister for Gender Equality supports the Women's Council in Denmark through an annual grant of DKK 1.1 million.

In the efforts to promote gender equality, the primary objective of the above NGOs is to function as watchdogs over public initiatives and policies and as active participants in the public debate. These efforts also include spreading awareness of the Convention, PfA and Beijing+5. The NGOs also participate in debates on national politics. The Women's Council in Denmark received support from the Ministry of Foreign Affairs to prepare a leaflet on the Convention, which was published in February 2002. The Department of Gender Equality and the Ministry of Foreign Affairs also supported the Danish Women's Society seminar on the Convention in November 2001 and the subsequent publication on CEDAW, published in June 2002.

The official Danish gender equality work benefits from the fact that these activities are widely realised in close cooperation and dialogue with NGOs and experts in the fields. The government's initiatives to combat violence against women and trafficking in women are particular examples. NGOs and experts are to a large extent charged with implementing the projects under the national action plans for combating these problems. Refer to article 6 for more details.

Once every quarter, the Department of Gender Equality holds a meeting with the women's organisations, the National Organisation of Shelters for Battered Women and Children in Denmark and Reden (a shelter, advisory and treatment centre for women in the prostitution environment).

NGOs participate in the official Danish delegations to the UN Conferences and meetings, as well as in major conferences and meetings in the EU and in a Nordic setting.

D. Temporary special measures

Section 3 of the Act on Gender Equality allows a minister to permit measures within his or her portfolio that aim at preventing or redressing discrimination on the ground of gender, irrespective of the general prohibition against preferential treatment.

Section 13 of the Equal Treatment Act allows for temporary special measures at the labour market. Same guidelines as mentioned above regarding section 3 of the Act on Gender Equality apply. Furthermore a minister can allow for an exemption to the general prohibition against discrimination in the Act on Gender Equality, when it is essential for carrying out a job that the person doing it is of a specific gender, i.e. the job as bath attendant in women's or men's locker room.

With the aim to make it easier to launch temporary special measures the Minister for Gender Equality in March 2004 issued a government order on initiatives promoting gender equality (temporary special measures). At the same time, a set of guidelines for the government order was published.

The government order is issued under the Act on Gender Equality and the Equal Treatment Act and is initially valid for three years.

The new government order reduces the bureaucratic burden for authorities, employers and organisations that want to work more actively with gender equality. Initiatives such as courses for one gender can now be launched without prior permission from the appropriate minister. Also, advertisements related to education or jobs can be drafted to encourage the underrepresented gender to apply for positions or training. This procedure, however, does not imply that the underrepresented gender is given preferential treatment. The government order also allows for teams to be formed and training offered to one gender only within the world of sports.

Article 5. Priorities

In the period 2000-2004, the below issues have received especially high priority in Danish gender equality policies: Gender mainstreaming; combating violence against women (refer to art. 12); combating trafficking in women (refer to art. 6); international cooperation; youth and gender; targeted integration seen in a gender perspective; men and gender equality; elderly people and gender and health refer to art. 12.

A. Gender mainstreaming

The inter-ministerial gender mainstreaming project commenced in 2001. The objectives of the project are to increase awareness of the gender mainstreaming strategy inside the ministries, to improve the ministries' competence as concerns gender, gender equality and gender mainstreaming and to enable the ministries to use the tools of the gender mainstreaming strategy for qualified work on gender mainstreaming in their core portfolios.

The project started off with the ministries' launch of their own gender mainstreaming projects.

To build up the ministries' competence, the Department of Gender Equality holds training days on various subjects such as gender mainstreaming methodology, gender equality assessment of bills, gender mainstreaming of communication and campaigns, etc. In addition, training days also offer a forum for experience exchange and the opportunity to create networks across ministries. Thus, professional input combines with the opportunity of networking to provide mutual inspiration and support.

The Department of Gender Equality prepares and puts out regular publications, containing sound advice and specific instructions for gender mainstreaming work.

During the Danish EU Presidency in the autumn of 2002, much work was performed on gender mainstreaming in the field of social affairs and employment. In this field, all relevant EU conferences, meetings, seminars, etc. were seen from a gender perspective. Hereby, aspects of gender equality were integrated into EU conferences on partnership and social inclusion and into the national action plans on social inclusion, disabilities and care facilities for children and old people. Moreover, all relevant items covered at the meetings of ministers for social affairs and employment were gender equality assessed.

The ministerial debate at the EU council meetings (Social affairs and employment) revealed a positive response to the gender mainstreaming methodology – not only because women's and men's differing life situations must be considered in gender equality matters, but also because the methodology clearly improves the quality of decisions.

In addition, the methodology mobilised a far larger circle of people than those traditionally working with the area. This generated a positive synergy effect for both the gender equality policy and the social and employment policies.

The Minister for Gender Equality has prepared a status report and a guide for future presidencies containing advice on how to follow the Danish example in the work of gender mainstreaming the EU. The report and the guide can be downloaded in English at www.lige.dk under the Publications menu.

Composed of members from selected ministries, a working group was set up in 2002 to gender equality assess bills in accordance with the inter-ministerial gender mainstreaming project. In 2003, two other working groups were established on the subjects of "Gender in data, statistics and impact measuring" and "Gender, communication and campaigns". In 2004, a working group will be set up to focus on gender mainstreaming budgets. All working groups are charged with compiling knowledge on methodologies and experience in the three subject areas, developing and testing methodologies and contributing to knowledge dissemination and competence building in the other ministries.

Three of the working groups are expected to conclude their work in the autumn of 2004, while the group on gender mainstreaming of budgets will conclude in late 2005.

The working groups' activities will help construct an electronic toolbox, which will be available at the Minister for Gender Equality's website and will comprise methodologies for gender mainstreaming in general, specific methodologies for the selected areas, examples of gender mainstreaming projects and lists of relevant literature. The toolbox is expected to be ready in Summer 2004.

The implementation of gender mainstreaming is progressing rather slowly in some ministries, while developing rapidly in others.

Internally, the Ministry of Employment is working systematically to develop the gender mainstreaming strategy. (Refer to art. 11)

The Danish Veterinary and Food Administration has prepared a campaign aimed at reducing the number of diseases caused by campylobactor bacteria (a bacterium causing food poisoning). The Administration studied the prevalence of the diseases from the gender perspective and concluded that men aged 18-29 are more prone to practise poor kitchen hygiene and are thus at a higher risk of getting campylobactor infections. Thus, the message, language and media used in the campaign were targeted at this group.

Several ministries, including the Ministry of Social Affairs and the Ministry of Taxation are in the process of building capacity to conduct gender equality assessments of new legislation.

B. Violence against and trafficking in women

The activities aimed at combating violence against (refer to art. 12) and trafficking in women (refer to art 6) represent one of the Danish government's focus areas.

C. International cooperation

During Summer 2004, a new Strategy for Promoting Gender Equality in Danish Development Cooperation was finalized. The strategy is based on the international framework on gender equality such as the relevant Human Rights Conventions, CEDAW, ICPD, the Bejing Declaration and Platform for Action, the Millenium Declaration and the Millenium Development Goals.The objective of the strategy is promote gender equality in rights, access to and control over resources and access to political and economic influence. In terms of methodology the strategy applies a combination of gender mainstreaming and special interventions to promote the overall strategic objective. The strategy will be implemented at country level and through international cooperation. The latter encompases the normative, political and legal work in the relevant UN bodies. Cooperation with international organisations and special policy issues such as for example women, peace and security.

D. Youth and Gender

The Minister for Gender Equality has focused on young people and gender, involving young people in the discussion on gender equality and gender roles.

In 2003, a report was made on young people's lifestyles and health. The report compares girls' and boys' exercise patterns, smoking habits and alcohol consumption as well as their diets. The conclusion was that girls and boys differ in a wide range of areas, and that their perceptions of themselves and the surrounding world are gender-linked.

The report was presented at a "Youth Workshop" in September 2003, where 150 pupils from around Denmark participated. The workshop also featured a theme on gender images and gender ideals. At the conclusion of the workshop, the young people had to present their visions of what is needed to improve girls' and boys' lifestyles and health.

Subsequently, the young people's own visions, quotations from presenters and data from the report were compiled into a leaflet, distributed in the beginning of 2004 as class sets to all upper secondary schools. The leaflet and the report were also forwarded to other schools, organisations, associations and ministries.

In 2003, the Minister for Gender Equality granted the National Museum's school service financial support to realise a teaching project. "Equal - what does that mean?" on gender and gender equality - in the past, at the present moment and in the future. Teaching material on gender equality was developed, and new lecturing subjects and various special events were prepared. With this teaching project, the National Museum put the focus on gender equality in the autumn of 2003, and several of the teaching offers and some of the material have become fixed items on the school service programme. The target group consists of the upper secondary schools and the oldest classes of the lower secondary schools.

In addition, Denmark initiated the launch of a joint Nordic research project on how pornography impacts on young people's perceptions of their own gender roles. The research project will conclude by the end of 2005.

E. Targeted Integration seen in a Gender Perspective

Gender equality has become a theme in Danish language teaching for ethnic minorities. Teaching material has been prepared, aimed at language centres, day high schools and other adult education centres focusing on Danish language and culture under the heading "Equal but different". The material deals with four different gender equality issues:

- Gender and the labour market
- The family in transition
- Nice to be out - best to be home?
- When women and men meet

A seminar based on the material was organised in the autumn of 2002 for language teachers and association representatives from ethnic minorities.

In May 2003, the Nordic Council of Ministers organised a conference on immigrant women and the labour market, but a range of other issues, such as forced marriages, integration versus inclusion, etc., were also addressed in the two-day conference. The conference was arranged because discussions among a group of officials on issues like forced marriages revealed a need to allow the players, not least the NGOs, to meet in a forum to network. The Nordic Council of Ministers financed NGO participation.

F. Men and gender equality

Including men in gender equality work is nothing new, but as gender equality policies increasingly move away from considering women as victims and gender equality as women's business, Denmark bases its work on the attitude that gender equality policies are a common issue for women and men. Gender equality applies to both genders, and it must become clear that gender equality policies also benefit men, allowing them, for instance, a better chance of participating in family life.

Men also experience specific gender equality problems in the labour market, in the family and in relation to their lifestyle. This means, e.g., that we need to know why women live longer than men or whether the social security system treats men in crises appropriately.

In 2004, the government will focus on various aspects of men and gender equality. Men as fathers will be a topic of special attention, and work will likewise be targeted at giving men a more prominent place in the overall gender equality debate.

Activities will aim at concretising the problem areas, for example men and health, at creating a natural public debate on men and gender equality and at clarifying facts, prejudices and myths about parenthood, family and relationships.

G. Elderly people

Women and men experience old age differently, partly because they often have different lifespans. Thus, old women and old men may have vastly different expectations to their old age.

The government aims to ensure good conditions for old people. A total of DKK 22 million of the rate adjustment pool means has been allocated over 4 years (2004-2007) for the project "An active old age – prevention and activation for old people". The Ministry of Social Affairs will join the Department of Gender Equality in realising the project. One aspect of the project aims at maintaining or improving social networks and offering physical activities to men, and a study of old women's and men's wishes for an active old age in the future is also to be launched. The study includes a major analysis of what expectations old women and men in the 55-57-year-old and the 65-67-year-old ranges have to an active old age, and will also pave the way for providing generally gender-differentiated offers to old people.

H. Gender and health

Gender and health has priority as a special key action area; refer to article 12.

Article 6. Special issues

A. Prostitution

In March 2003, the Danish Parliament adopted an amendment to the Criminal Code. The amendment broadened the scope of section 223 a, criminalizing any person who, as a client, has sexual intercourse with a person under the age of 18, based on payment or promise of payment. The maximum sentence for this offence is two years' imprisonment.

Attention is given to combat prostitution. New initiatives are taken to support different kinds of voluntary work aiming at helping prostitutes with abuse. Other activities aim at advising women prostitutes of foreign nationality.

B. Code of conduct in the Ministry of Defense

The Ministry of Defense in early 2004 implemented a code of conduct. The purpose of the code of conduct is to guide the personnel who participate in international operations on how they are to relate to and show respect for the special rules and customs, which apply in the countries in which the personnel are staying. The code of conduct applies when the personnel are on duty and in particular when they are on leave.

In the code of conduct it is stated that sexual intercourse with prostitutes is not advisable/permitted (depending on the legislation in the country in question). Furthermore, the personnel are pointed out that having intercourse with prostitutes contributes to establishing or maintaining conditions often completely preposterous for the prostitutes. This is a fact that has its effect regardless of whether the legislation in the country in question permits or prohibits sexual intercourse with prostitutes.

In addition, private dealings - including sexual intercourse - that take place in the area of operation with people from the local society are forbidden. Normally, violation of this rule will cause demobilization.

C. Trafficking

With the adoption of specific legislation concerning trafficking in human beings in June 2002, the Danish Parliament gave its consent to ratifying the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime. Both the Convention and the Protocol were ratified by Denmark on 30 September 2003.

The legislative amendments aimed at emphasising that trafficking in human beings constitutes a serious crime and at strengthening the legal protection against this crime. The amendments did not contain new criminalisations, but included the insertion of a newly construed, separate provision covering all aspects of trafficking in human beings as well as an increased maximum penalty. They also brought about better investigation possibilities concerning intervention in the secrecy of communications and extended possibilities for confiscation in trafficking cases.

Since 2000, The National Commissioner of Police has monitored and intensified police efforts at combating trafficking in women.

The majority of the Danish initiatives to combat trafficking in women are outlined in a national action plan against trafficking published 2 December 2002. The Action Plan was drawn up under the auspices of the Ministry of Social Affairs and Gender Equality, and in cooperation with the Ministries of Justice, Integration, Interior and Health. The Minister for Gender Equality has allocated DKK 30 million for the implementation of the action plan.

The intensified effort against trafficking in human beings implies – among others – initiatives that ensure support to the victims.

In general all victims of trafficking staying or working illegally in Denmark are automatically given 15 days to leave the country – equivalent to the deadline stipulated in section 33(2) of the Danish Aliens Act. All other illegal immigrants are in general ordered to leave the country immediately.

The extended deadline for departure for trafficking victims – in which period the women can stay in safe shelters with access to acute social, medical and psychological support – allows both authorities and NGOs to provide support to victims improving the women's physical and mental conditions and to plan repatriation through contact to authorities and relevant NGOs in the victim's home country in order to ensure that the country is ready to receive the individual and to continue the repatriation process.

The 15-day-period also allows the women to disclose information to the Danish authorities that may speed up the investigation and prosecution of network ringleaders.

The Minister of Refugee, Immigration and Integration Affairs has earlier this year publicly stated that if there are concrete cases where it is essential that the woman in question stays in Denmark for a longer period than 15 days, requests for a further extension of the departure date should be made to the Danish Immigration Service who will then consider the case. So far the Danish Immigration Service has received no such requests.

On 5 March 2004 the Ministry of Refugee, Immigration and Integration Affairs and the Danish Immigration Service met with "Reden – Stop Trafficking" to discuss the automatic 15-day-deadline and the possibility for further extension.

The project "Reden – Stop Trafficking" is implemented by the Minister of Gender Equality and has since October 2003 included the running of a safe shelter for trafficked women, assistance with acute social, medical and psychological support and anonymous telephone counselling in several languages. "Reden – Stop Trafficking" co-operates closely with the Danish police, who refer trafficked women to the protection offer that "Reden – Stop Trafficking" provides.

The result of the meeting on 5 March 2004 was an agreement that in the future "Reden – Stop Trafficking" will contact the Danish Immigration Service, for instance by email, and request for a further extension of the automatically given 15 days if an extension is considered necessary, e.g. due to need of medical attention.

If the alien's presence is needed in order to investigate and prosecute a case of trafficking in human beings the alien may be granted permission to stay in Denmark as long as the person's presence is needed.

Denmark affords protection in the cases where Denmark is under a treaty obligation to do so. Thus Denmark does not force men or women to return to countries where they are considered in risk of persecution protected by international conventions.

Act No. 365 of 6 June 2002 abolished the former de facto refugee concept so that in the future residence permits will only be issued to asylum-seekers who are entitled to protection under international conventions.

The Danish legislation operates with two types of refugee status. One, which is given under section 7 (1) of the Aliens Act, covers protection under the Geneva Convention. The other is given under section 7 (2) – protection status – to asylum-seekers who risk the death penalty or being subjected to torture or inhuman or degrading treatment or punishment in case of return to their countries of origin.

Section 7(2), according to which a residence permit with protection status can be issued, is drafted in accordance with Article 3 of the European Convention on Human Rights and its Sixth Protocol, which include absolute prohibitions against returning persons to the death penalty or to torture or inhuman or degrading treatment or punishment.

For further information the Ministry of Refugee, Immigration and Integration Affairs refers to the comments by Denmark, April 5, 2002, to the list of issues and questions contained in the report of the pre-session working group prior to CEDAW's 27th session, re question 22.

At the beginning of 2004, written information material was prepared tailored to foreign women involved in prostitution. The material is meant to inform the women about their rights and possibilities for support in Denmark as well as support offers available when they return to their country of origin.

In 2003, seminars were held on trafficking in women and cooperation between authorities and NGOs. A Danish NGO and the police joined in organising a seminar held at Copenhagen International Airport. The seminar addressed the problem of trafficking in women and discussed how various authorities can reinforce their focus on the problem and their cooperation with other players.

Several studies focusing on prostitution but also relevant to trafficking in women were launched. In mid-2003, a study was initiated on prostitution customers. The study will be both quantitative and qualitative and will look into the underlying reasons for the purchase of prostitution, whether the purchase of sex occurred inside or outside Denmark, whether the sex was bought from Danish or foreign prostitutes, etc.

The launch of the actual activities in October 2003 also marked the start of documentation and reporting on the methods and processes introduced in accordance with the government's action plan. In that connection, indicators/success criteria have already been set up for the initiated activities.

D. International cooperation on the fight against trafficking

Denmark continues to participate in international cooperation on the fight against trafficking in human beings. Efforts include, for instance, cooperation at EU level as well as activities in the Task Force on Organised Crime in the Baltic Sea Region, where special attention is directed at operational cooperation. As chairman of the Task Force, Denmark has launched several initiatives directed at fighting trafficking in women, inter alia, a report in December 2002 on "Mapping of the Situation regarding Trafficking of Human Beings in the Baltic Sea Region."

The Operative Committee of the Task Force recently decided to set up an expert group on trafficking in persons. The purpose of the expert group is to initiate specific operational projects aimed at combating trafficking in women and to focus on and identify areas in which specific international attention is required.

As part of a joint Nordic-Baltic information campaign, a country wide hotline was set up to give information to foreign women involved in prostitution, including victims of trafficking in women, customers of prostitutes, the general public and the authorities. The hotline offers information on the problems related to trafficking in women and the existing support options. In December 2002, an information campaign ran in the major nationwide newspapers. The campaign referred to the hotline and targeted potential customers, the public and women in the prostitution environment. The campaign won three advertising awards.

In connection with the street teams and hotline, an open counselling service was also created. Its objective is to offer advice on social, health and legal aspects relating to foreign women in prostitution and to inform this group of women about existing support options.

The Danish national activities connected to the Nordic-Baltic Information Campaign were planned in accordance with the mandate of the Nordic Baltic Working Group and with the following aims:

- to increase knowledge and awareness among the general public; and
- to initiate discussions about the problems surrounding the issue of trafficking in women

Besides these common Nordic and Baltic aims, the Danish campaign aimed at getting the customers of prostitution to reflect on the crime that often underlies a foreign woman's situation as a prostitute in Denmark and on their purchases of sexual services. Another aim was to make the same customers and the general public aware of the hotline Stop Trafficking, which opened on the same day as the campaign was launched, 2 December 2002.

Part of the campaign also involved extensive information on the ministerial website (www.lige.dk).

The establishment of an international network of Danish and foreign NGOs started in autumn 2003. The network will help improve and lay a better foundation for repatriation of victims of trafficking in women and will be maintained through cooperation and follow-up agreements with NGOs in countries of origin.

Street teams have been established comprising cultural providers who perform outreach work in the prostitution environment among foreign women. The objective is to provide advice on social, health and legal aspects to foreign women involved in prostitution and to Danish prostitutes moving in the same environment, as the Danish prostitutes can in some cases help to establish contact to the foreign prostitutes. Another objective is to clarify the target group's need for counselling and support. In its first phase, the project is being realised in the Copenhagen area and in one of Denmark's regions (the region of Vejle).

II. Public life

Article 7. Political rights and participation

In Denmark, women and men share the same political rights. Both women and men have the right to vote and to stand for election to local councils, the Parliament and the European Parliament.

The Danish electoral system at national as well as local level is proportional election with the possibility to cast the vote for one particular candidate. Thus, the elector influences the election of the particular political party as well as the election of the particular candidate within the party.

The Danish Electoral Act does not include specific regulations aiming at ensuring women a certain proportion of the lists of candidates and the political parties do not have regulations regarding the distribution of male and female candidates.

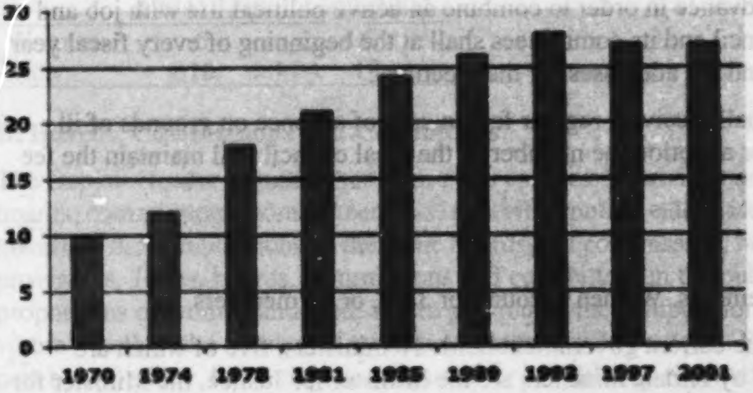
A National Election Act Committee has considered the question of introducing a quota system based on sex in order to ensure a certain proportion of women in Parliament and in local and regional governments. The introduction of a system, which reserves a certain number of seats in Parliament to female candidates irrespective of the actual outcome of the election, is unlikely to be in accordance with the Danish Constitution. According to the Danish Electoral Act it will always be the actual voting which decides the elected candidates. However, no regulation forbids the individual political party to introduce a quota system based on sex in relation to the nominations of the party's candidates for election.

Denmark has continually focused on increasing women's participation in public life and decision-making processes, both through legislation as well as through campaigns. Refer also to articles 8 and 11.

A. Local Politics

In 2004, the share of female local councillors is 27 % and the share of female mayors 11 %. These figures do not correspond to the proportion of women in the Danish Parliament, which is 38%.

Women elected to local councils (percentage)



The government wants to improve the distribution of women and men in the local councils and has initiated activities aimed at persuading more women to stand for local elections, subsequently to be elected.

Therefore the Department of Gender Equality identified the local authorities with the highest proportion of women (over 35%). The result was 36 local authorities out of the 271 in Denmark. In the summer of 2003 letters were sent to local councillors in the selected local authorities asking the councillors whether their local party branches or local councils had put special emphasis on nominating female candidates.

Based on the councillors' responses, the Department of Gender Equality has prepared a leaflet to be distributed to all political parties in Denmark. The leaflet offers good advice from women, who were elected to local councils and thus are familiar with the barriers that can arise in political work. The leaflet also provides examples of "*good practise*" from the parties and local councils that have focused special attention on the problems.

The leaflet will be published before the next local elections in November 2005. The Minister will also conduct targeted media initiatives to ensure that the issue stays current throughout the period up to the elections.

Concurrently with the project on more women in local politics, the Minister for Gender Equality has chosen to improve the visibility of local gender equality activities. One means to this end is the new website www.ligestillingidanmark.dk, where all local and regional authorities' mandatory gender equality reports are monitored and benchmarked on the basis of various parameters. The website also provides examples of successful gender equality initiatives as inspiration to other local and regional authorities. Further, the website wants to spark debates and thus strengthen the focus on women in local politics.

As part of the endeavours to achieve a better gender balance at local government level women - as well as men - are granted DKK 11,344 a year to offset babysitting expenses incurred when attending meetings. All members of local governments are in connection with participation in meetings furthermore granted allowance for documented necessary expenses for the care of sick close relatives.

To improve opportunity to plan in advance in order to combine an active political life with job and family responsibilities the local council and its committees shall at the beginning of every fiscal year decide on a schedule for meetings and the addresses for the meetings.

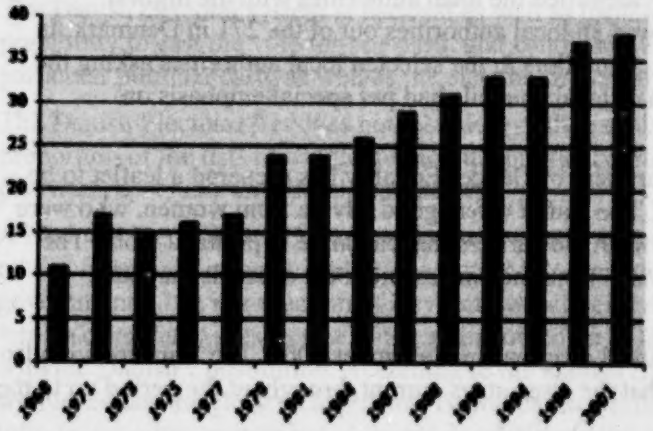
Each member of the local council shall receive a regular fee. In case of absence on grounds of ill health, pregnancy, maternity leave or adoption the member of the local council will maintain the fee up to 9 months.

B. Danish Parliament

The Danish Parliament seats 179 members. Women account for 38%, or 68 members.

Appointed on 27 November 2001, the current government holds 18 ministers, five of which are women, i.e. 27.8 %. The posts filled by female ministers are the Minister for Justice, the Minister for Food, Agriculture and Fisheries, the Minister for Ecclesiastical Affairs, the Minister for Education and the Minister for Social Affairs and Gender Equality.

Women Elected to Danish Parliament (percentage):



C. European Parliament

Danish women hold 6 of the 16 Danish seats (38 %) for the election period 1999-2004. The percentage of women in the European Parliament was the same in the former election period 1994-1999.

Women and Men in the European Parliament (Denmark), 1994-2004

	1994-1999	1999-2004
Women	6	6
Men	10	10

D. Boards, Commissions and Committees

The Danish Gender Equality Act from 2000 contains provisions on the gender distribution of public boards, commissions, committees, etc., as well as public enterprise boards. Until 2000, two acts governed the compositions of the same boards and commission, but the new act tightens the provisions. Today, boards, commissions and committees in the public sector should have equal proportions of women and men, where previously the composition only had to be balanced. Thus, where possible, the number of women and men should be equal. For boards appointed wholly or in part by a minister, the authorities/organisations entitled to recommend a member must suggest both a man and a woman for the post. If an authority/organisation is entitled to recommend more than one member, an equal number of men and women must be suggested for the posts.

The legislation was tightened in that it allows the Minister in certain cases to leave posts vacant in commissions and boards, if the recommending organisations or authorities cannot provide a plausible reason for deviating from the requirement to suggest both women and men. Further, the Minister for Gender Equality may occasionally ask the appropriate minister to review the composition.

The gender composition of new commissions and boards must be reported to the Minister for Gender Equality, before the board members are appointed. This enables the Department of Gender Equality to monitor development continually and prepare annual statistics on women's and men's shares of board memberships. The new act has brought the share of women members of committees and boards, etc. in 2000 to: 44,3%, in 2001: 44,3%, in 2002: 35% and in 2003: 41,4%.

Table 1: Women's and Men's Representation in Public Councils, Boards and Committees, established in the period 2000-2003.

Committees set up from	Committees in numbers	Women	Men	Women %
2000	19	117	147	44.3
2001	34	208	262	44.3
2003	51	283	525	35.0
2004	51	276	390	41.4

Source: Department of Gender Equality

According to the act, the composition of public enterprise boards only needs to be reported every third year, as of autumn 2003.

In total, the reports from November 2003 showed that the share of women on public administration boards (boards, board of representatives or similar collective governance boards, cf. section 11 (1) of the Act on Gender Equality) is 36.6 %. This percentage is an average of the figure for boards directly under the auspices of the appropriate ministry (37%) and the figure for boards of central government institutions (36.1%). The latest accessible figures are from 1997. These figures show the share of women in central government administrations to be 26.5% in 1997.

In boards of independent institutions, partnerships, private limited companies as well as limited companies that are not an element of public administration, but where government funds the majority of the firm's activities or where the state owns the majority, and where a balanced composition of women and men must be achieved (cf. section 11(2) of the Act on Gender Equality) the proportion of women lies at 35 % (November 2003). This percentage is an average of the figure for boards directly under the auspices of the appropriate ministry (39.3 %) and the figure for boards of governmental institutions (30.8 %).

E. Participation in public services

Women have the same formal opportunities as men to be appointed to public office.
In the public sector women account for a majority of the public sector employees, however, that majority is not reflected in management positions.

In the public administrative system managerial positions are classified in wage groups 36-42. While men still holds the majority of the managerial positions, the last years have shown progress. In 1998 the percentage of women consultants (wage scale 35-36) was 23.5%, a figure that in 2003 has risen to 30.9 %. The number of women head of offices (wage scale 37-38) in the period 1998-2003 has risen from 6.5 % to 18 %. Women top managers (wage scale 39-42, permanent undersecretary, directors etc.) hhaverisen from 10.9 % to 19.1 % in that same period.

F. Armed Forces

In the Danish Armed Forces women are a minority. January 2004, 14 % of all personnel in the armed forces were women. Among the military staff women only made up 5 %. Not surprisingly, male domination is most prominent at the top of the hierarchy. Only 1 % of the senior officers (the highest position in the military hierarchy) were women, while women made up 6 % of the regulars (the lowest position in the military hierarchy).

In order partly to improve the ability to recruit and retain women and partly to increase the number of women in the top of the hierarchy the Danish Armed Forces has implemented a number of initiatives.

In 2001 a long-term strategy for the recruitment of women was introduced. The strategy focuses on the communication of the recruitment process, on specific recruitment activities and on collection of knowledge in order to qualify the recruitment of women. So far this strategy has led to the following actions:

- The Conscript & Recruitment Agency has engaged two young women who among other things participate in information meetings for young students.
- At the examination for military service women, who want to serve on the same terms as conscripts, are prepared for the demands they have to respond to and for the conditions in a male dominated organization.
- Women as a target group for recruitment are integrated more deliberately into the recruitment campaigns.

The Defence Command Denmark has taken the initiative to mainstream the organization's new Personnel Development and Evaluation System (FOKUS).

The aim of the project is to ensure that the competences and the specification of the competences included in FOKUS reflect what both men and women consider important with regard to leadership; to quality of the performance of the armed forces' and to the future development of the organization.

The gender mainstreamed FOKUS system is expected to support women in the effort to make a career. It can also contribute to a change in the culture of Danish Armed Forces because the perspectives of women are integrated in the competencies considered important for the activities of the armed forces.

May 2003 the Danish Armed Forces received the results of a study made into the scope and nature of gender-linked insulting behaviour. The survey documented that gender-linked insulting behaviour is a problem in the armed forces. The women are generally talked about in a humiliating way and too many women have been exposed to some of the most serious types of gender-linked insulting behaviour.

As a result of the survey, a number of initiatives will be implemented. On the one hand, the initiatives are intended to prevent gender-linked insulting behaviour. On the other hand, they are intended to provide instruments for handling cases concerning gender-linked insulting behaviour in a responsible and appropriate way with respect for the persons involved.

A hot line to the armed forces' psychologists has been established for personnel who have been exposed to gender-linked insulting behaviour. A counselling hot line has also been opened for managers who need advice on how to handle cases concerning this subject.

Furthermore, the following initiatives are under development:

- Instruments to support networking among women.
- Training in diversity management.
- Establishing a network of counsellors who are able to provide advice on matters in relation to unwanted insulting behaviour.
- Publication of booklets with help and guidance. One booklet is catered for commanders and managers and another for personnel who have been exposed to gender-linked insulting behaviour.

Article 8. Representing the Government

Women have the same right and opportunity as men to represent the Danish Government at the international level.

The Ministry of Foreign Affairs has a staff of 2400 employees of which 857 persons work in Copenhagen. In 2003, the number of women made up 44 per cent of all employees. Among employees with an academic degree, women made up 33 per cent. At senior civil servant level 19 out of 156 or 12 percent were women. The yearly number of nominations at senior management level is limited. A growing number of women have been appointed at senior level in the latest nomination rounds. In 2003 4 out of 15 or 26,7 % were thus women.

During the considerations of the fifth periodic report, the Committee recommended the introduction of special measures to increase the representation of women at higher levels in the Foreign Service, particularly ambassadors.

The Ministry of Foreign Affairs has in 2000 adopted an action plan for "Equality in the Foreign Service 2000 - 2004". One of the priority areas is to achieve greater gender equality at senior management level in the Foreign Service. The action plan sets out the target figure that 1 out of 3 nominations at senior level should be women. The gender equality committee of the ministry follows closely the development in this area. The present recruitment base gives basis for optimism regarding the ability to reach the target figure in the future.

The Ministry of Foreign Affairs has adopted a family policy aiming at improving possibilities for combining family and professional life in the Foreign Service.

Article 9. Citizenship

As stated in previous reports the Danish Nationality Act is in full accodance with article 9 of the Convention.

III. Education

Article 10. Access to education

In Denmark girls and boys, women and men enjoy equal right to and equal opportunities at all levels from pre-school to higher education, in all sorts of training and vocational guidance and in adult and life long education during leisure time.

In the educational sector, in all legislation and in the educational policy the overall precondition is equality regardless i.e. gender and ethnic origin. All educational opportunities are open to all citizens.

Since the 5th periodic report, the Danish Ministry of Education has focused on mainstreaming in the following areas:

- Guidance about youth education
- Upper secondary education (gymnasium)
- Labour market education

- Health care education
- Agricultural education

A. Initiatives for women from ethnic minorities

With the aim of enhancing integration of women from ethnic minorities into the Danish society and the Danish labour market special adult education courses in Danish language for minority women have been established. These courses are open both as general adult courses and as an integrated part of labour market training courses.

Women from ethnic minorities may on equal terms with other Danish citizens attend all kind of adult education either formal or non-formal. They may participate in the general schemes of lifelong learning at general or advanced level.

A specific scheme of adult education is the day high schools (under the Act of Liberal Adult Education) organized for women and especially for young women with children from ethnic minorities. The aims of these schools are to take care of the children while the women are attending general education. Some schools are only for women with another ethnic background than Danish but generally, emphasis is placed on integrating these women with Danish women. In these cases the diversities are a theme in the training courses and considered a pedagogical resource. The courses are preparing the women to continue in the normal Danish educational system or to the labour market.

The general educational counselling system also includes guidance for women from ethnic minorities. The Danish Centre for Assessment of Foreign Education is the national reference centre of information on other nations' education systems. The objective of the centre is to make it easier for persons with foreign credentials to enter into the Danish labour market and into the system of higher education. Also in this respect women's qualifications are evaluated in a similar way as men's. The assessment covers both formal, non-formal and informal learning which all together is called: Prior Learning Assessment and Recognition.

B. The General Assembly's Special Session on Children in May 2002

In November 2002, The Danish Government launched a campaign, which aims to ensure that all young people regardless of their ethnic background are treated equally in the education system and on the labour market. The campaign contains certain initiatives aimed specifically at minority girls to help them onto the labour market or to get an education as well as enforce their knowledge of Danish society.

C. Initiatives in relation to gender stereotyping

The Danish education system is based upon equity and equality.

1. The Aims of the "Folkeskole"

> (1) The Folkeskole shall – in cooperation with the parents – further the pupils' acquisition of knowledge, skills, working methods and ways of expressing themselves and thus contribute to the all-round personal development of the individual pupil.

(2) The Folkeskole shall endeavour to create such opportunities for experience, industry and absorption that the pupils develop awareness, imagination and an urge to learn, so that they acquire confidence in their own possibilities and a background for forming independent judgements and for taking personal action.

(3) The Folkeskole shall familiarise the pupils with Danish culture and contribute to their understanding of other cultures and of man's interaction with nature. The school shall prepare the pupils for active participation, joint responsibility, rights and duties in a society based on freedom and democracy. The teaching in the school and its daily life must therefore build on intellectual freedom, equality and democracy.

The implementation of these aims from the very early childhood is together with other specific initiatives intended to reduce or prevent gender stereotypes.

The 80% of youth generation students leave the education system with professional competencies either for the labour market or for further studies. 50,5% of the girls and 37% of the boys finalise a further education.

Initiatives are taken with the aim of establishing more differentiated possibilities for children and students with regard to education and job. In a reform from 2003 within the upper secondary education it has been decided to focus more on natural science subjects. All students must learn one natural science subjects and all students must have physics at low level. With this initiative the girls who traditionally choose subjects within the humanistic area will gain much better opportunities for choosing natural science at a higher level of education.

2. University graduates and researchers

At the review of the last (fifth) periodical CEDAW-report (2000) regarding Denmark, the low number of female professors was particularly criticised. The Committee recommended that the Danish Government adopt a policy protecting female graduates against discrimination. The chapter below was prepared against the background of the criticism raised with a view to providing more detailed documentation of the distribution of men and women in the Danish academic system.

The material shows that the proportion of women is increasing at all levels of the academic system. In the period 1993-2000 the average growth of the proportion of women at professorship level equalled approximately half a percentage point per year.

The slow growth rate is due to the fact that for a majority of the professorships there were only male candidates. When exclusively considering the professorships for which there were both qualified male and qualified female candidates, the female candidates have been more successful than the male candidates in the period 1998-2000. All in all, women now constitute more than 50% of all new university graduates; the share is around 43% at PhD level and 10% at professorship level.

3. Monitoring and documentation regarding male and female researchers

In Denmark, a detailed statistical mapping is conducted continuously regarding a number of conditions pertaining to male and female researchers' career opportunities including recruitment to the research community. The women's share of those obtaining a master's degree from a university has steadily increased throughout the period surveyed: from 42% of the new masters in 1991 to more than 50% in 2002.

It should be noted that there are considerable differences between the six major fields of science: within health sciences, humanities, and agricultural and veterinary sciences the proportion of women remains high, while smaller fluctuations occur within the three remaining fields of science during the time period considered in the two tables. Technical sciences remain the area with the lowest proportion of women during the entire period.

Female fraction of students who completed a master's degree 1991-2002

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Humanities	62,3 %	66,5 %	66,9 %	65,4 %	67,9 %	68,5 %	71,3 %	67,2 %	71,0 %	68,3 %	69,5 %	69,2 %
Natural Sciences	33,5 %	36,7 %	36,1 %	33,5 %	39,0 %	42,9 %	43,7 %	41,9 %	40,3 %	43,3 %	39,8 %	39,7 %
Social Sciences	42,9 %	42,2 %	42,0 %	45,4 %	44,1 %	42,9 %	45,1 %	44,1 %	44,7 %	44,6 %	45,9 %	46,6 %
Technical Sciences	18,6 %	26,9 %	24,3 %	26,1 %	26,4 %	25,1 %	26,4 %	27,5 %	22,9 %	25,1 %	25,3 %	27,5 %
Agriculture & Veterinary Sciences	42,7 %	48,8 %	57,0 %	57,1 %	58,4 %	56,3 %	59,6 %	56,0 %	48,4 %	57,2 %	55,8 %	53,8 %
Health Sciences	61,7 %	62,4 %	58,0 %	63,4 %	64,1 %	62,1 %	69,0 %	62,8 %	63,6 %	60,2 %	60,9 %	61,9 %
Total	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: Danish Ministry of Science Technology and Innovation and Statistics Denmark

4. Research training

In Danish academia, a PhD-degree is a prerequisite for pursuing a career as a researcher at the universities or the government research institutions. Consequently, statistics on the number of female PhDs play an important role in making prognoses about the future. Over a period of 12 years the women's share of newly enrolled PhD-students has increased from 27% in 1991 to 43% in 2002.

It should be noted that the crossover frequency from master's programme to PhD programme varies considerably between the six fields of science. Within the humanities and social sciences only a few out of every hundred new masters continue as PhD-students. The high proportion of women in the humanities will therefore only lead to relatively few female PhD-students measured in actual numbers in the future. The crossover frequency in the four remaining areas is much higher. In some cases as many as one in every three master's students will continue as a PhD-student. The high proportion of women in agricultural and veterinary sciences and in health sciences thus forms the basis of increased recruitment of women.

Female fraction of *newly enrolled* PhD-students 1991-2002

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Humanities	n/a	47 %	49 %	46 %	47 %	49 %	51 %	53 %	52 %	52 %	50 %	49 %
Social Sciences	n/a	37 %	25 %	38 %	36 %	31 %	38 %	32 %	43 %	46 %	46 %	45 %
Natural Sciences	n/a	27 %	33 %	31 %	24 %	34 %	33 %	35 %	30 %	31 %	37 %	33 %
Health Sciences	n/a	39 %	47 %	46 %	54 %	49 %	49 %	50 %	55 %	55 %	54 %	59 %
Agriculture and Veterinary Sciences	n/a	35 %	47 %	49 %	46 %	50 %	53 %	47 %	64 %	64 %	60 %	54 %
Technical Sciences	n/a	23 %	22 %	17 %	24 %	24 %	20 %	22 %	22 %	24 %	26 %	25 %
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Source: Danish Ministry of Science Technology and Innovation

5. Employment at the universities

During the 1990s two large surveys were conducted systematically with an aim to continuously mapping out the competition for university positions. The nationwide surveys comprised *all* new appointments to scientific positions at Danish universities. The data is distributed i.a. by the applicants' gender, and furthermore includes information on the evaluation committee's composition by gender. In the period 1993-2000, the women's share of the total scientific staff has increased successively in all six main areas. The increase varies according to the main area from 4 percentage points in natural sciences, to 6-7 percentage points in the other main areas with the exception of agricultural and veterinary sciences where the women's share increased by 11 percentage points.

Female fraction among the entire population of university professors, associated professors and assistant professors

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Professor	8,2 %	8,2 %	8,3 %	11,1 %*	10,4 %
Associate professor	20,6 %	20,3 %	21,6 %	21,6 %	22,8 %
Assistant professor	33,4 %	34,4 %	33,9 %	36,3 %	35,9 %
Total	21,9%	21,1%	[illegible]	[illegible]	[illegible]

** overestimated due to faults in data from one university*

Source: Danish Institute for studies in Research and Research Policies

The average growth in the proportion of women has been around half a percentage point per year for professors and associate professors, and just below two percentage points per year for assistant professors in the period 1993-2000. The decline in the proportion of women at professor level is among other things due to a decrease in the number of newly employed female professors in the social sciences. New figures covering 2001-2003 are now being prepared.

Female fraction among the population of *newly* employed university professors, associated professors and assistant professors who were employed in the period 1995 to 1997 and 1998 to 2000

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Female fraction	33,1	34,1	23,9	27,1	11,2	9,9

Source UNI-C

The statistical mapping deals with information on the gender of all applicants for *all* scientific positions at all Danish universities. The survey includes a mapping of the field of applicants for each announced vacancy. Thus it is possible to determine the number of announced vacancies attracting applicants of only one of the sexes in relation to the number of announced vacancies attracting applicants of both sexes. Furthermore, it is possible to determine the gender of the *qualified* applicants for each vacancy. The composition by gender of each scientific evaluation committee is also registered.

Concerning the period 1998-2000 women were appointed to 41% of the associate professorships and 50% of the assistant professorships in cases where there was competition for the positions between qualified candidates of both sexes. For the professorships there were qualified candidates of both sexes; in 37% of these cases women were appointed. Two issues should especially be noticed:

- The success of female applicants should be seen in relation to the different *number* of applicants of each sex. There was on average 3.3 qualified male candidates per professorship compared to 1.3 qualified female candidates. The markedly lower share of women appointed to professorships should be seen against the background that for the 38 professorships where there were qualified candidates of both sexes, there was a total of 48 qualified female candidates while the total number of qualified male candidates was 127. All in all, 46% of the qualified female candidates were appointed to the position they applied for while for the qualified male candidates the share was 39%.
- The fact that in the most recent period surveyed (1998-2000) female candidates have been *more* successful in achieving appointments than male candidates has however *not* led to a significant shift in composition by gender of the total scientific staff. Four out of five professorships, three out of five associate professorships and every other assistant professorship were awarded straight to male candidates because there were no qualified female candidates for the position. There were thus qualified candidates of *both* sexes for only 26% of the professorships, associate professorships and assistant professorships that were filled in 1998-2000. Only when filling *these* positions was there the possibility of appointing either a man or a woman at the time of the final decision.

6. Composition of scientific evaluation committees for appointment of university researchers

The decree on employment at the universities prescribes that the university's management must take into account a balanced composition in terms of gender when setting up evaluation committees. The analysis of the evaluation committees shows that the institutions still have difficulties meeting this requirement. However, seen over time the share of committees with female members has increased.

Composition by position and gender of evaluation committees for appointment of professors, associate professors and assistant professors 1998-2000

	Exclusively male members	Exclusively female members	Both male and female members	Total evaluation [illegible]	Number of committees
Committees	52 %	0,6 %	47 %	100 %	1343

Source: UNI-C

7. Women's access to research funds allocated by the research councils

Apart from gender-related conditions when scientific positions at the universities are filled, access to funding from the research councils is of importance to the overall situation of female researchers.

Since 2000 the Danish Research Agency has published a range of statistical information on numbers of applicants, amounts, number of grants and amounts granted to male and female applicants respectively. Thereby it becomes possible to see the development in each field of science and each programme committee. The Danish Research Agency's statistical information includes a survey of the applicants' gender compared to the gender of successful applicants who receive a grant from the research councils. As it appears from the table below each applicant's rate of success may be determined both by application and by the proportion of the amount requested which is actually granted. The amount granted is often lower than the amount requested.

Applications, grants and rate of success within the general funding activities in 2002. Women's and men's share hereof in percent

	Women		Men	
	Rate of success number of [illegible]	Rate of [illegible]	Rate of success number of [illegible]	Rate of [illegible]
Danish Res. Council for the Humanities	31 %	10 %	35 %	14 %
Danish Agricultural & Vet. Res. Council	33 %	22 %	26 %	16 %
Danish Natural Science Res. Council	34 %	16 %	42 %	20 %
Danish Social Science Research Council	27 %	21 %	30 %	13 %
Danish Medical Research Council	36 %	13 %	40 %	13 %
Danish Technical Research Council	21 %	12 %	25 %	15 %
Total	[illegible]	[illegible]	[illegible]	[illegible]

Source: Danish Research Agency

The overall conclusion is that in 2002 the male applicants have been slightly more successful than the female applicants in having their applications accepted by the research councils. However, if we consider the amounts granted, the rate of success is the same for both sexes i.e. 15%. There are, however, considerable variations between the six specialised research councils in both surveys.

Political initiatives to promote equality in research and education

As it appears from the above, there has been a positive development towards more women in scientific positions at all levels; and the female researchers' rate of success in obtaining funds from the research councils is almost equal to that of the male researchers. The Ministry of Science, Technology and Innovation remains very aware of the need to monitor the development through a continued separation by gender of most statistics concerning education and research.

Apart from this monitoring, the Ministry and other relevant actors have taken several initiatives that may contribute to continuously promoting an equal gender distribution in education and research. The most important initiatives are mentioned below:

It is sought to promote **equality at universities and government research institutions** by focusing on the working environment in order to develop means of improving working conditions and thereby make a career in research more appealing to both sexes in general. The philosophy is: what benefits women benefits men too. The problem of under-representation of women in research is, as shown above, primarily due to the women not applying for the vacant posts. The Ministry hopes that by improving working conditions in general, more – including women - will find the prospects of a career in research appealing.

Workplace appraisal method for the psychological working environment of researchers

In 2002 the Sector Working Environment Council for Teaching and Research conducted a preliminary project on the working environment of researchers at the universities. The preliminary project disclosed that in general psychosocial conditions are the most important. The project also revealed that while many universities have well functioning procedures for improving the *physical working environment*, there are very few examples of the universities having taken action regarding problems identified in connection with the *psychological working environment*.

The scope of the current project is to develop a method of workplace appraisal that identifies means of improving the psychological working environment at the universities. It is expected that a beneficial side effect of the project will be the identification of barriers that inhibit the recruitment of female researchers. A focused effort at dismantling these barriers may further a more equal representation of male and female researchers.

Development of the qualifications of the scientific staff at universities & government research institutes

In 2002, a working party consisting of representatives of the Danish university managements and the scientific staff was established to make proposals on how to further the development of the scientific staff's qualifications providing inspiration for both centralized efforts and local initiatives that may systematize and improve the development of the scientific staff's qualifications. It is expected that the working party's proposals may also be useful in promoting a more balanced recruitment of male and female researchers.

Pilot project on developing staff and management instruments at public research institutions

The pilot project was initiated in 2001. The objective is to develop and test concrete staff and management instruments and their functioning in public research environments at selected universities and government research institutions. Through practical testing of staff and management policy instruments adapted to specific departments/divisions, additional knowledge about the individual instrument's impact in relation to the world of research will be acquired. The specific aim of the pilot project is to contribute to *a catalogue of possible and applicable staff and management policy instruments* for use in developing research environments at public research institutions. It is expected that the pilot project may develop management methods especially aimed at improving women's access to careers in research.

Conference: "More Women in Research"

The Ministry of Science, Technology and Innovation in cooperation with The Department for Gender Equality host a conference: More Women in Research" in May 2004. The objective of the conference is to bring out ideas and good advice on how we may strive to improve women's access to research positions and professorships.

The Research Councils operate under the auspices of the Ministry of Science, Technology and Innovation and support Danish research based on the researchers' own initiatives. The councils control approximately 10% of all research funds in Denmark. The Research Councils also endeavour to promote equality:

The Board of the Danish Research Councils' gender equality policy

In 2000 The Board of the Danish Research Councils' established an equality policy for the board itself and for the six research councils. The first objective of the equality policy was to strive to attain an equal gender representation in the various committees set up by the board. In cases of unequal representation the reasons for the imbalance had to be stated. The board's concrete aim was that at least a third of the members in all new working groups and committees should be of the underrepresented sex. This goal was met in 2000 and 2001 but not in 2002, when several narrow expert committees were set up in areas where there are fewer women than men.

The second objective was to ensure that the two sexes had equal opportunities when applying the research councils for funding. As regards the social science, the technical and the humanities-research council, the application patterns matched the scientific staff within these areas so the goal was to some extent met. As regards the natural science, medical and the agricultural & veterinary research councils the female researchers are less inclined to apply to the councils for funding than their male colleagues. However, the female share of the applicants has risen within these areas in the time period 2000-2002.

The third goal was to ensure that both sexes had equal opportunities when the applications for funding were assessed. This objective was achieved in the time period 2000-2002, as the number of applications accommodated compared to the number of applications received was fairly equal when comparing gender wise.

Concrete gender equality steps in the Danish research councils

Several of the Danish research councils have taken concrete steps to ensure gender equality within their work. Several Research Councils have called for applications regarding professorships and post doc. scholarships announcing that if the applicants had similar qualifications female researchers would be preferred. Furthermore the Natural Science Research Council has introduced a type of post doc. grant, which considers the interests of applicants with children. With this grant it is possible to divide research stays in other countries into shorter periods of time and to receive a contribution to childcare when abroad.

The FREJA-programme

In 1997, the Danish government launched a special programme aiming at making female researchers more visible. The FREJA-programme, Female Researchers in Joint Action, was allocated DKK 78 million for research projects led by outstanding female researchers. In December 1998, 16 researchers received a research grant from the FREJA-programme, all of whom were women.

Article 11. Situation in the labour market

By EU standards, Denmark has rather high participation and employment rates, in particular for women. The gender equality policy in the employment field is based on this fact and is, in particular, targeted on dismantling the gender segregated labour market, reducing gender pay gaps and reconciling work and family life. Gender mainstreaming is the general principle used in this connection.

Women and men's extensive participation in the labour market is an essential prerequisite of the Government's employment policy. A considerable target is to prevent bottlenecks, and it is best achieved by broadening women and men's qualifications in order to enable them to perform diversified jobs also over and beyond what is usual for their sex.

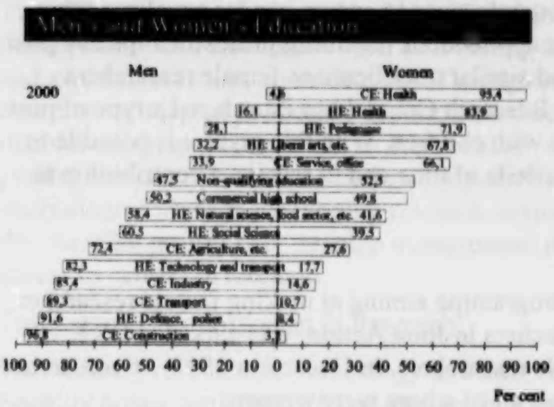
A. Ban against discrimination

The enforcement of the ban against discrimination takes place within the system set up for settlement of industrial disputes, the ordinary civil courts of law and the Equality Board. Most of the cases dealt with concern dismissal during pregnancy and maternity, sexual harassment and equal pay cases.

B. The gender segregated labour market

Even though women now participate on the labour market at nearly the same rate as men, there continue to be considerable differences. Men and women differ not only in their choice of education and occupation but also in their work behaviour generally.

Men and women choose widely different educational orientations, and the picture has changed only slightly over the past 20 years. Women continue to dominate in the health and pedagogical educations, while a greater proportion of men are trained as skilled craftsmen and in the technical fields.



NOTE: Population aged 16-64 years. HE stands for higher education, CE stands for technical/commercial schools.

SOURCE: Special analysis by Statistics Denmark and own calculations.

These differences are reflected in branches and labour functions. Among all men and women, nearly 4 out of 10 would have to change work functions for the proportion of women to be the same within all main work functions.

There are also great differences in women's and men's attachment to the labour market. On average, women work fewer hours than men and are more absent from the labour market due to maternity and other types of leave, and as a consequence of higher unemployment.

Therefore, men have greater average time on the labour market than do women. In 1998, the length of women's average full-time work experience in years was 16 percent less than for men.

Men Have Longer Job Experience

1998	Men	Women	Difference
	Years of full-time work, average		Per cent
20-29 years	6,3	4,9	22
30-39 years	13,7	12,1	12
40-49 years	21,1	19,0	10
50-59 years	28,6	22,2	22
All	18,0	15,2	16

NOTE: Calculation of the number of years of full-time employment is based on the wage earners' payments into the Labour Market Supplementary Pension Scheme (ATP).

SOURCE: Statistics Denmark and own calculations.

In addition, women and men have different priorities. For example, men place greater value on wages while women place more emphasis on non-wage factors such as security of employment. Another indicator of differences in priorities is the extent of overtime work. Men generally take more overtime than do women. In the private sector, men work an average of 1.5 hours more per week than women do. The difference between men and women is greatest for higher functionaries and unskilled workers, but also for functionaries in general the difference is nearly two hours per week.

Realizing the gender segregated labour market is the main reason for pay differentials between men and women the Ministry of Employment has drawn up a report, which highlights the mechanisms behind the gender segregated labour market. The report was published in 2002. The report is used for the improvement of the concrete equality policy.

The report has illustrated that the Public Employment Service's gender equality initiatives has over the years presented a decisive contribution on knowledge necessary to start the mainstreaming strategy in the field of procurement and activitation system.

C. Equal Pay

The Government's effort on equal pay is very complex and is taking place in dialogue with companies and the social partners recognizing that promoting equal pay takes place at the work place and during the collective bargaining.

The difference between the average payment by the hour for women and men was in the year 2000 between 9 and 16 percent. There is a big difference between the pay-gap in the public and the private sector, and the pay-gap is biggest in the private sector.

In that respect the Government is very active to make the newest knowledge on equality on the labour market available at conferences, seminars, and in reports.

The pay-gap has been very stable over time. Still a reduction of the pay-gap is observed in the private sector from 1999 to 2000.

Different analysis have been carried out in order to illustrate the unexplained differences by removing the effects of different educational background, less occupational experience and more absenteeism than men. The importance of different trades is also removed.

It is an ongoing discussion how fine-meshed the labour-market ought to be divided up in order to assess if pay difference exists, but a very big part of the pay gap is explained by the fact that women and men have different jobs. The most important thing is to follow the pay gap over time so it is possible to compare the wages.

The Equal Pay Act gives a protection against discrimination and both the Gender Equality Board and the Industrial arbitration deal with such cases.

The Social Partners are aware of their crucial role in this field, so it is thoroughly debated how the companies and the employees may change their attitudes in order to admit more women in well paid male dominated jobs.

This approach makes it possible to deal with equal pay, the gender segregated labour market, and reconciliation of working life and family life at the same time.

The knowledge on the pay gap between women and men is to be used in the companies and exercise influence in collective agreements.

As far as possible experience would be collected in data bases and tool boxes as best practice for inspiration exchange of experience for both companies and the social partners.

Concrete Initiatives

In relation to the Government's gender equality strategy the following concrete initiatives have been taken:

In the year 2000 the Social Research Institute presented a report on pay differentials on behalf of the Employment Ministry. A new report is expected in 2004.

Together with Sweden and Austria within the framework of the European action program for equality Denmark has examined the pay negotiation procedures. Within the framework of the project a toolbox is completed. The box is to be used in order to influence the relative pay differentials between women and men and to ensure gender-neutral pay negotiations.

The social partners in the county/municipal sector have to an increasing extent been focusing on gender equality problems, including the development in men's and women's pay conditions. The gender equality aspect is thus incorporated into the "Agreement about new wage formation" which includes a reference to the Equal Remuneration Act and a provision to the effect that wage statistics should be broken down on gender. Right now a project is being carried out in the municipal sector concerning implementation of wage policies, which will not have gender-biased effects. Another project deals with job evaluation systems in an equal pay perspective and it has been agreed to launch a project concerning gender pay gaps between the private sector and the county/municipal sector.

In 2003, the social partners in the private labour market entered into a co-operation about analyses with a view to establishing a common analytical reference framework for the equal pay discussion. They agreed that a common analysis work could form the analytical basis for discussions concerning equal pay and gender equality. The aim of this common report has been:

- To carry out joint analyses of causes for gender pay gaps, and
- To create a common standard for equality analyses to be used for future monitoring in this field.

This analysis was published in August 2003 and it is the most comprehensive analysis so far concerning the causes of pay differentials between men and women.

This report quantifies a number of factors, which have an important impact upon earnings, and it thus maps out the contribution of the different factors to the wide gender pay gaps. The factors included in the analysis are: work function, educational/training background, occupational sector, experience, working time, job shifts, leave, geographical location and children.

The report indicates that the cause of gender pay gaps is to be found in the strongly gender segregated labour market. It is the hope of Danish Confederation of Trade Unions (LO) and Danish Employers Confederation (DA) that this analysis can be the starting signal for a debate about wage formation on the labour market and a contribution to the labour market and education policy discussion. This also underpins the joint efforts of LO and DA to promote the development in the direction of a labour market with a higher degree of gender equality.

The Ministry of Employment and the Ministry of Equality participate in a Nordic equal pay cooperation project. The project is to influence the comparative gender differences. Knowledge on mechanisms is decisive for the pay gap, and it is important to improve the statistics base.
2004 will see the establishment of an inter-ministerial working group charged with studying how breaking up the gender-segregated labour market might help combat unequal pay.

D. Maternity and parental leave

The rules on maternity leave and parental leave was amended in 2002 and extended in order to improve the parents leave conditions in connection with childbirth.

Pregnancy and maternity leave: a female employee shall be entitled to absence from work due to pregnancy and maternity from the date estimated to be 4 weeks before the birth.

Paternal leave: the father of a child shall be entitled to absence for up to 2 weeks after the birth or reception of the child in the home or - according to an agreement with the employer - within the first 14 weeks after the birth.

Each parent is entitled to an individual leave of duration of 32 weeks after the mother's maternity leave.

Parental leave: each parent is entitled to 32 weeks, which might be prolonged to 46 weeks with some pay reduction. This parental scheme is very flexible. The parental leave may not only be prolonged, but it may also be divided so part of the leave may be put off. If the employer agrees the parents are entitled to share the leave so both parents may work part time.

The economic compensation is improved, as the parents will now be entitled to full benefits for 12 months, which amounts to DKK 163.000 pr. year. The allowance paid in connection with the earlier childcare leave scheme was only 60 per cent of the maximum rate of benefits.

The Government has also adopted a Bill, which makes it possible for the municipalities to grant a financial subsidy to parents who arrange for the care of their own children in the age group 6 months - 5 years. This subsidy may, as a maximum, be paid for three children per household and, as a maximum, for 12 months per year per child. The subsidy may, as a maximum, correspond to 85 per cent of the lowest net cost per place in a municipal child-care arrangement.

In January 2003, the Minister for Gender Equality published a "picture book" for new parents on the reconciliation of work and family life. When having children, families must make a wide range of decisions that might impact on their careers, the relationship between their work and family life and their old age. Consequently, the Minister prepared the "picture book" to help qualify decisions and point out the gender equality traps that may exist.

One part of the book contains attractive pictures for children. The other part contains valuable advice to parents about how to ensure that both fathers and mothers can strike a reasonable balance between work and family life. Besides information about the new maternity/paternity leave, the book contains good advice about custody, pay, pensions and finances. The picture book was distributed to prenatal care clinics, health visitors and maternity wards.

E. Mainstreaming of the core services within the Ministry of Employment

Gender mainstreaming within the PES (Public Employment Service), etc.

The PES system is working targeted on introducing gender mainstreaming in all its core activities. The aim is to promote a flexible and efficient labour market by enhancing job opportunities for unemployed persons across the gender-segregated labour market and by offering enterprises a broader supply of labour.

Special focus is on the attitudes and conduct of the PES staff and the objective is the development of instruments, different forms of organisations, measuring methods for the mainstreaming approach and testing of different methods.

The work to introduce the gender mainstreaming strategy within the PES was launched in the form of a pilot project; this project was carried out in three regions (Western Zealand, Vejle and Århus) in co-operation with the National Labour Market Authority and aims at integrating the gender equality perspective in their daily work.

The preliminary results show that there has been a major breakthrough for gender equality work within the PES, which has also had a positive impact in connection with the combat against bottlenecks on the labour market.

The National Labour Market Authority has started to present the experiences so far to all employees in PES. The intention is that the mainstreaming strategy should be implemented in the rest of PES.

The National Labour Market Authority stresses to develop measure methods enabling them to prove the starting point for the work with mainstreaming and afterwards measure the effect. One of the new challenges is to find methods to measure how women and men can benefit from the new opportunities.

The mainstreaming strategy is further tested in relation to some of the core services of the National Industrial Injury Authority and the Directorate of Labour. The target is to promote gender equality on the labour market and improve the quality of the services. The experiences from PES is a good starting point.

F. Part-time work/reduced hours

The use of part-time work has decreased during the last years. This table shows the part-time frequency for men and women

Table

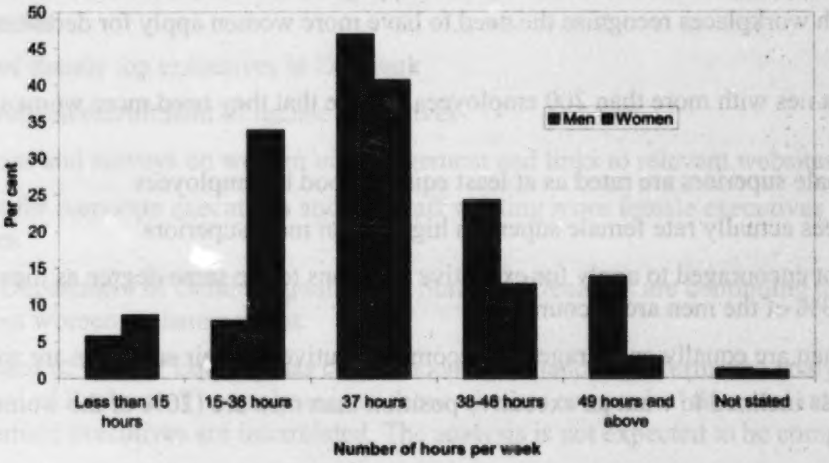
	Men	Women
1997	12.1	19.6
1998	12.2	18.9
1999	12.4	18.5
2000	12.6	18.1
2001	12.5	17.8
2002	12.6	17.5

In 2002 it was introduced that an employer and an employee have the right to agree that the employee works part-time. This right applies independent of corresponding regulations in collective agreements and practice. The act leads to better opportunities to reconcile working- and family-life.

G. Figures on part-time work

Information concerning the extent of flexible working hours is limited. Almost all pay earners covered by the collective agreement made between the Danish Employers' Con-federation (DA) and the Danish Confederation of Trade Unions (LO) can be said to have access to varying weekly working hours.

H. Percentage distribution of working hours for men and women, 2000



Source: Statistics Denmark, StatBank Denmark, the Labour Force Survey and own calculations.

Many more women than men are employed on a part-time basis. The percentage distribution of working hours for men and women appears from the above figure. The proportion of employees who work less than 15 hours per week is almost the same for men and women (6-8%). The difference is significant, however, in the proportion of men and women, respectively, who work between 15 and 36 hours per week. About 8% of the men work between 15 and 36 hours, while 34% of the women in the Danish labour mar-ket work between 15 and 36 hours per week.

But gender is not the only determinative factor in the distribution of hours. Age also plays a key role. Most persons who work less than 15 hours per week are under 30 years of age. This is a reflection of the number of student jobs. The great majority of persons in the other hour intervals fall into the 30-54 age group. There are relatively fewer women than men aged over 55, who work more than 36 hours per week.

I. Women in management

Since 2003, the Danish government has worked with the theme of women in corporate management as a special key focus area. The objective is to convince the corporate sector that it is good business to channel more women into management positions.

In June 2003, the Minister for Gender Equality organised a café debate meeting on how to incorporate more women into the private corporate sector, into local politics and into science.

In the autumn, the Institute for Business Cycle Analysis IFKA, prepared two reports for the Department of Gender Equality. Their titles were: "Corporate sector needs for women as executive candidates 2003" and "The Danes' attitudes to women as executives 2003". The reports showed that employees are generally very satisfied with their female superiors, but that women are sometimes less ambitious than men about winning executive positions. In addition the analyses showed that:

- 10% of Danish workplaces recognise the need to have more women apply for decision-making positions
- 28% of companies with more than 200 employees believe that they need more women in their managements
- Female and male superiors are rated as at least equally good by employees
- Male employees actually rate female superiors higher than male superiors
- Women are not encouraged to apply for executive positions to the same degree as men are (25% of the women, 33% of the men are encouraged)
- Women and men are equally encouraged to become executives if their superiors are women
- Women are less inclined to want an executive position than men are (20% of the women, 30% of the men)

In the autumn of 2003, the Department of Gender Equality initiated the EU project "More Women in Decision-Making Positions, A Rational Use of the Resources". The Department of Gender Equality works with both national and international partners. The Danish partners - the Confederation of Danish Industries, Nykredit, SAS and the Danish Financial Service Union - are all conducting internal studies or programmes on recruitment or mentoring. The international partners in Luxembourg and Ireland are also contributing with studies from companies.

The Department of Gender Equality compiles all information into a toolbox, embedded in a website. At the website, European companies can find information on recruitment of female executives. The toolbox will be presented at an international conference in November 2004.

In 2003, the Department of Gender Equality launched a series of meetings on women in management together with the Confederation of Danish Industries. In December 2003, a meeting was held on headhunters and female executives. Two meetings are scheduled for 2004: one on women as board directors and one for female upper secondary pupils on becoming a manager.

In December 2003, the Department of Gender Equality distributed a leaflet to more than 7,000 private and public enterprises. The leaflet advertised the website "Women in management" and the recruitment tools available at the website.

In March 2004, the Minister for Gender Equality published a magazine on female managers. The magazine presents interviews with scientists, headhunters and corporate executives.

On 8 March 2004, the Department of Gender Equality celebrated the International Women's Day in cooperation with the Confederation of Danish Industries. A conference entitled "Female talents and sustainable business" was held for corporate executives, recruitment officers, scientists and women's associations.

The Department of Gender Equality regularly updates the website "Women in management" at www.lige.dk. As of February 2004, the website on women in the private sector contained:

- New statistics on companies' share of female top executives, prepared in cooperation with Statistics Denmark
- Success stories about companies making dedicated efforts to channel more women into their managements
- Portraits of female top executives in Denmark
- Good advice on recruitment of female executives
- Publications and surveys on women in management and links to relevant websites
- A toolbox for corporate executives and HR staff wanting more female executives in their companies

In 2004, the Department of Gender Equality and Statistics Denmark are continuing their work on statistics about women in management.

The Department of Gender Equality has commissioned a financial performance analysis from the Aarhus School of Business. The analysis is to show whether companies' financial return and the number of female executives are interrelated. The analysis is not expected to be completed before early 2005.

J. Women Entrepreneurs

"*Global Entrepreneurship Monitor Denmark 2003*" (2004) constitutes the 5th annual assessment and review of the state of entrepreneurship in Denmark. The ongoing collection of data and information required to complete the work, is part of an international collaborative effort under the umbrella of The Global Entrepreneurship Monitor (GEM).

According to GEM both men and women start firms, but in every country around the world, men are more likely to do so, than women. As in previous years, different aspects of entrepreneurial activity witness different levels of female involvement, but the overall story is that in Denmark, the proportion of female entrepreneurs starting a new business has fallen in 2003 from 33 % to just fewer than 25 %, which is the lowest level recorded by Danish women since GEM began. Danish men are now more than 3 times more involved with entrepreneurship than Danish women.

Danish Key Informants believe that the entrepreneurial environment in Denmark is actually positive for women. However, this belief is held in all countries surveyed and in the GEM global context, Denmark ranks below the median (in 20th place) for 31 countries.

There does appear to be some evidence to suggest that types of firm started by women are the result of creative thinking and/or a better aptitude for spotting market niches than occurs in men. However, female founded firms tend to be within the parameters of existing technology, and are generally unlikely to employ any people.

The Danish Agency for Trade and Industry has carried out two surveys "*The Circumstances, Barriers and Potentialities of Women Entrepreneurs*" (2000) and "*The Relations of Banks to Women Entrepreneurs*" (2000). The surveys have laid ground to a wide knowledge about why women start businesses and what kind of problems and barriers they have.

The main conclusions of the surveys are integrated into political initiatives designed to foster the entrepreneurial culture and to improve the framework provisions for all entrepreneurs.

The positive aspects of Denmark's situation in what regards the creation of new businesses by women:

- Increased outsourcing of the public sector opens possibilities for new enterprises in a large number of fields where women have the competence and the interest.
- Access to loan capital, especially small loans, is improved.
- Contact points where entrepreneurs can have competent counseling, education and sparring are established.

Negative aspects of Denmark's situation in what regards the creation of new businesses by women:

- Women entrepreneurs' choice of trade, their values and priorities and their tendency to be risk adverse give communication barriers between women entrepreneurs and financial advisers. Women entrepreneurs are often cautious when they borrow money.
- Women are less likely than men to take advance of the technological development running their businesses.

K. Women's pension entitlements in Denmark

Consolidation Act on Social Pensions (21. August 2002).

The Danish pension system encompasses a number of statuary pension schemes, labour market pensions schemes and individual pension savings plan.

The public system is targeted at ensuring all citizens a pension (public old age pension) irrespective of their former attachment to the labour market. The rules concerning public old age pension do not distinguish with respect to gender. Thus the same amount of public old-age pensions is paid to men and women; the age limit is the same, etc. The same applies to the public pensions schemes ATP and SAP. In these savings based schemes, pension rights are earned on the basis of a unisex principle, which is an advantage for women because of their longer life expectancy.

Nor do the labour market pensions schemes distinguish with respect to gender. The schemes are savings- based and the calculated pensions rights are also calculated on at unisex basis.

In 2003, on request of the Danish Parliament, The Danish Government has analysed women's position in the Danish Pension System.

The Danish pension system consists of:

- The Public Old-age Pension. This is a basic pension, which depends on the family income, and the pensioner's own earned income but is independent of any previous relation to the labour market. Virtually all 67-year-olds and older receive public old-age pension. As from 2004, public old-age pension may be received already at the age of 65.
- Labour Market Supplementary Pension (ATP), Special Pension Savings Scheme (SP), and Employees' Capital Pension Fund (LD). These are contribution financed and funded statutory pensions.
- Civil Service Retirement Payments. This is a publicly financed labour market pension for civil servants.
- Labour Market Pension and Company Pensions. These are pension sche-mes agreed by the labour market parties or in the company; they are fun-ded and contribution financed.
- Individual Pension Savings. These are individual pension schemes estab-lished in banks, insurance and pension institutes.

The analysis shows that pension-wise, at forty years sight, women's position will actually turn out fairly well, as pensioners with an average replacement rate of 75-90 per cent of the disposable income compared to their time as active on the labour market.

Furthermore, the replacement rate for women will on average become approx. 10-15 % higher than for men on a similar educational level and same age of retirement.

The analysis also reveals that women in the labour market on average pay a larger part of their income into pension savings schemes than men with a similar income.

Yet, after tax, the average pension payments of women are estimated to be 5-15 per cent lower than that of men, who are on a similar educational level, the main reason being women's lower income as active on the labour market.

Pension-wise, the recently introduced maternity reform is of marginal significance to women's average position, a.o. owing to the fact that the prolonged maternity period to a great extend will be compensated by a shorter period on parents' leave (of absence).

L. Child Benefits

Consolidation Act on Child Benefits and Advance Payment of Child support, (November 17, 2000).

All families with children under 18 receive family allowance. The tax authorities administer the family allowance. There are other types of child allowance which is payable to certain groups of children under 18 years:

1. Ordinary child allowance is payable to single parents and to parents who both receive a pension under the Social Pension Act.
2. Extra child allowance is payable as a supplement to the ordinary child allowance to single parents who have the child living with them.

3. Special child allowance is payable to children who have lost one or both parents, or when paternity has not been determined.
4. Multiple birth allowance is granted in the event of multiple births and until the children reach the age of 7.
5. Adoption allowance is granted to adopters of a foreign child through one of the recognised adoption organisations.
6. Special assistance to children. The local authorities may grant help towards expenses resulting from the right to be together with children under 18, who live with the applicant.
7. Custody without maintenance. The local authority may grant assistance towards the expenses incurred in the maintaining a child if custody of the child in the event of the death of the person having the custody and transfer of custody to another person.

Both family allowance and child allowance are tax-free amounts, paid quarterly independent of income. Central government pays the expenditure.

Child benefit is payable to the mother. Where the father has the sole custody of the child, the child benefit shall be payable to the father.

Article 12. Health

A. Health problems

As stated in previous reports, women and men have equal access to health care services in Denmark, including those related to family planning. The government continuously evaluates the prioritisation of gender-related health issues and preventive programmes addressing health issues specific to women, such as breast cancer. Research related to women's health is considered essential in Denmark, and women are included as subjects of research on the same basis as men.

In 2003, the Minister for Gender Equality established an inter-ministerial working group seating the Ministry of Food - including representatives of the Danish Veterinary and Food Administration - the Ministry of Interior Affairs and Health and the Department of Gender Equality, which was tasked with applying a gender perspective to health. The group was also asked to compile the existing knowledge on gender and health, to increase the possibility of targeting health-policy measures at men and women and of following up on results.

In 2003, the Minister for Gender Equality commissioned a report on "Gender differences in diseases and health". Based on comprehensive statistical data material, the report revealed the respective disease and hospitalisation patterns of women and men.

The report also showed that women and men's disease patterns differ greatly as do their perceptions of their own health. It became evident that women contact their general practitioner more often than men do, but that men are more expensive to treat in hospitals. This could indicate that their diseases are more serious than women's when they are finally hospitalised. The report was published in February 2004, and the inter-ministerial working group on health will discuss how to follow-up on the results.

The Minister for Gender Equality has also focused attention on young people's lifestyles and health. See more details under article 5.

B. Fertility

Women's fertility has increased since the middle of the 1980s from 1,4 to 1,7 in 2002. At the same time as the number of birth per woman decreased, the average age for women giving birth increased with 30,3 years as the average age in 2002 for all women giving birth. The average age for first-time mothers was 27,7 years in 2002. The relatively high average age for first-time mothers is a consequence of more women today deliberately postponing having children.

In 2000, 8540 "IVF- treatments" (in vitro fertilisation) were initiated which have resulted in 2107 live births.

C. Abortion

Since 1988 there has been a relative decrease in the share of induced abortions. In 2002 the share of induced abortions consisted of 23, 9 % of the number of births of live born children.

At many hospitals in Denmark women can now choose between a medical or a surgical induced abortion. In 2002 1/3 of all induced abortions was a medical induced abortion. In the beginning of 1998, the RU-486 pill was introduced in Denmark to be used in case of abortion between the 8th and the 9th week of pregnancy. The RU-486 pill is not accessible in all hospitals but there is now access in at least one hospital in every county except for the county of Bornholm.

From 1999-2003 an action plan was implemented to decrease the number of induced abortions in Denmark. DDK 20 million was granted and an expert group followed the implementation.

The action plan was based on the existing access to free abortion before the end of the 12th week of pregnancy. The aim was to increase the amount of information, counselling, the exchange of experiences, training of counselling personnel and research. Initiatives have among others been model projects, nation-wide telephone and Internet counselling and a handbook for the counselling personnel. An evaluation will take place in January 2005. In order to secure consistence in the initiatives, the government has granted another DDK 14 million for 2004-2007.

D. Public Health Programme

In September 2002, the Government published a new public health programme "Healthy throughout Life", which sets the targets and strategies for the public health policy in the period 2002-2010. The programme is developed in a co-operation between 11 ministries. The overall goals of the programme are to increase life expectancy, improve people's quality of life and minimize social inequality in health.

The programme contains targets for several risk factors, such as tobacco smoking, alcohol abuse and obesity, and focuses on important target groups, including pregnant women, and the major settings for health promotion.

Furthermore, the programme establishes a special focus on efforts to reduce the major preventable diseases and disorders. The Government has initiated a strategy work for eight major preventable diseases and disorders, including preventable cancer, osteoporosis, which primarily affects women above the age of 50, and chronic obstructive pulmonary disease, which has developed disturbingly, especially among women, in parallel with the changes in women's life patterns and smoking habits.

E. Life expectancy

In 2001-02, women on average lived 4.6 years longer than men. In the 1980s the difference between women and men's life span was 6 years. The reason for men's shorter life span is that they have a death rate above average level in all age groups. Developments in later years have narrowed the gender difference due to the fact that there has been a greater increase in men's life expectancy than i women's. In 2001-02, life expectancy rose to 79.2 years for women and 74.7 for men.

Life expectancy in Denmark has risen more than in similar countries in the recent years. Nevertheless Denmark is still in the bottom half of EU-countries.

It is important not only to focus on life expectancy; the quality of life is at least as important. A positive trend in this area is the indication that the quality of older people's life has improved over the last years.

In the 1970s and 1980s the most frequent cause of death amongst both women and men was coronary diseases. This has changed. The number of deaths resulting from coronary diseases is decreasing, while deaths from cancer continue to rise. In 2000, cancer had become the most common cause of death for both sexes as 27.1 per cent of all deaths were caused by cancer.

F. Tobacco smoking

Danish women smoke on a very large scale. Men still smoke more than women, but the gender difference is not big in Denmark compared to other European countries. In 1994, 35 percent among women and 39 percent among men smoked everyday. The number is steadily decreasing. In 2003, 24 percent of women and 30% of men indicated that they smoked everyday. There also appears to be a decline in number of female heavy smokers. All through the nineties approximately 14 percent of women smoked more than 15 cigarettes a day. In 2003, the figure has dropped to 11 percent.

Due to the large proportion of smokers among women, death caused by lung cancer has increased in the female population, as well as death caused by chronic obstructive pulmonary disease.

The Government has initiated a number of initiatives to reduce the number of smokers – both among men and women. Denmark has a thorough regulation when it comes to tobacco control. In 1995, the Danish Parliament passed a law on no-smoking areas. The aim of this law is to ensure that no one is forced against his or her will to be a passive smoker. In 2000, Parliament passed another law according to which smoking is prohibited at primary and secondary schools. In 2002, a law, which banned tobacco commercials, entered into force. And in September 2003, more stringent rules concerning the manufacture, presentation and sale of tobacco products were implemented.

Furthermore, in November last year the Government put forward a bill, which shall prohibit the sale of tobacco and alcohol to persons below the age of 16.

The above-mentioned legal changes have been accompanied by a number of public campaigns to prevent smoking. Local tobacco addiction treatment clinics have been established in many counties and municipalities. To support the development of local cessation services, the Ministry of Interior and Health in cooperation with the National Board of Health and the Municipality of Copenhagen have established a national smoking cessation centre for the period 2001-2005. In addition, the Ministry of Interior and Health has allocated DKK 16 million to support the development of local cessation services, including specific programmes for pregnant women.

G. Obesity

The prevalence of overweight and obesity is increasing rapidly - in Denmark as in the rest of the Western world. In 2000 9 percent of Danish women and 10 percent of men were obese. Effective methods and tools to prevent and to treat obesity need to be developed. Primary prevention includes a healthy diet and physical activity. In March 2003, the National Board of Health published a "National Action Plan against Obesity - Recommendations and Perspectives".

A wide number of initiatives and projects have been initiated to prevent and treat obesity, including projects specifically targeting certain ethnic groups, which are at special risk of developing obesity.

H. HIV/AIDS

By the end of 2002 1029 women were diagnosed with HIV/AIDS in Denmark. This is nearly 28 percent of all persons diagnosed with HIV/AIDS.

Women are not a prioritised target group in the prevention of HIV/AIDS, but women are part of risk groups as intravenous-drug abusers. Moreover, priority is given to informing the public in general. In 2002 98 women were reported as having HIV and 12 women as having AIDS. Most of HIV-positive women belong to ethnic minorities and are born abroad.

I. Violence against women

In Denmark, violence against women is considered an infringement of the victims' personal freedom and human rights. In many ways, violence against women manifests the lack of gender equality, as the fact that some men view women as inferior makes them prone to become victims of violence. Thus, a key aspect of the activities to combat violence against women is to improve gender equality. It is also extremely important to work on breaking the silence surrounding men's violence against women.

Breaking the taboo on violence against women is an aspect of the overall and reinforced efforts to combat violence against women that have been launched since the previous report. On 8 March 2002, the Danish government presented a national action plan aimed at combating violence against women. The action plan contains concrete initiatives covering four aspects:

- The victims, the women and children, must have access to the necessary support
- Professionals must become better at helping families, in which violence occur
- Violence must be prevented, for instance through treatment offers to violent men
- Denmark must improve its knowledge on the character and scope of violence against women and the silence must be broken

About DKK 100 million have been earmarked for the initiatives mentioned in the action plan and other activities aimed at combating violence against women. The action plan activities were prepared and realised in close cooperation with experts and NGOs.

J. Legislation

Acts of violence are punishable under articles 244-249 of the Criminal Code. These provisions cover acts of violence irrespective of the gender of the victim (except for article 245a, which deals with female genital mutilation only, see below). In determining the sentence, account shall be taken, inter alia, of the seriousness of the offence, according to section 80 of the Criminal Code. This assessment includes information regarding the victim, including any elements that may be specific to female victims.

In June 2002, the maximum penalties for, inter alia, violence against persons and rape were increased. Thus, for instance, the maximum penalty for rape was increased from 6 to 8 years and in particularly aggravating circumstances from 10 to 12 years.

The Ministry of Justice has, as part of the Government's action plan on combating violence against women, introduced a nation-wide scheme on offering assault alarms to victims of crimes of violence. The scheme, which is administered by the Office of the National Commissioner of the Danish Police, includes 150 assault alarm devices distributed among a number of major police districts, which are responsible for issuing the devices to victims.

Basically, the scheme is directed at women who have been victims of violence committed by a former spouse or partner, and where there exists a specific risk for the victim of being assaulted again. The issue of an assault alarm device is a temporary step, which aims at constituting a safety-promoting and preventive measure in case of concrete threats of repeated violent assaults.

The National Commissioner monitors the use of the alarms and expects to issue an evaluation report in 2004.

On publication of the crime statistics for 2001, Statistics Denmark incorporated for the first time victim statistics as such. Thus, in the future it will be possible to identify the gender and age of victims of crime. In addition, victim statistics comprise information of the nature of criminal offences.

At the present point of time it is not possible for victims statistics to include information about the scene of the crime and the relation between the victim and the offender. It is intended, however, that such data will be included at a later stage.

For the purpose of gathering additional information and knowledge about violence against women, Denmark participates in a major international survey: “International Violence Against Women Survey” (IVAWS). Presently, data has been collected from 3,600 Danish women, who in terms of education and occupation form a representative cross section of females over the age of 18. A report is expected to be published in 2004.

In a communication of 2001 the Director of Public Prosecutions laid down guidelines for counselling for victims of crime and appointment of contact persons for witnesses.

The communication contains a reference to the provisions of the Administration of Justice Act on the right to free legal advice, e.g. in connection with rape or other acts of violence against the person. The appointed counsel may assist victims in matters such as claims for compensation. Secondly, the communication contains information about victim support as previously described in the fifth periodic report of Denmark. Finally, rules are laid down on the opportunity of having a contact person appointed for witnesses, including victims, when reporting offences to the police and the Prosecution Service. The scheme on contact persons is of particular relevance in connection with crimes of violence and sexual offences.

As referred to in Denmark's fifth report, a number of local counselling centres for victims of crime have been established throughout the country since 1997. The centres are set up by the police who also coordinate the maintenance of the centres. Volunteers run the centres.

The counselling centres are an independent supplementary service to the counselling, which is provided by the police. Their task is to give personal support to victims of crime, often by listening and talking to the victims, but also by giving advice on the possibilities of psychological or legal assistance and on contacts with insurance companies, etc. Support can also consist in explaining the procedures in court, thus preparing victims, for instance, for testifying in court.

At present, the research unit of the Ministry of Justice is carrying out a qualitative evaluation of the centres. The unit expects to be able to conclude the evaluation shortly.

K. Other initiatives on combating violence against women

In 2003, Denmark had 37 women shelters and a range of other institutions also able to accommodate battered women. In 2002, about 2,000 women and an equal number of children stayed at the shelters (according to the shelters' annual statistics for 2002, prepared by the National Organisation of Shelters for Battered Women and Children in Denmark). Women can stay anonymously at the shelters and need not register. The shelters are mainly financed by public grants. Three shelters exist to accommodate battered men.

Recent years have seen a focus on accessibility to shelters for battered disabled women. To ensure that battered disabled women can utilise the shelters, authorities pay special heed to accessibility when new places are established.

In 2002, this group of women became the subject of a study on the problems disabled women encounter if exposed to domestic violence and on existing support offers. The study also included a literature survey aimed at cataloguing existing knowledge. The study revealed that battered disabled women experience some very particular problems if exposed to domestic violence. The EU conference on disabled people in November 2002 included a specific workshop under the heading of gender and disability, which focused explicitly on violence against disabled women. Offers to battered disabled women have accounted for and will continue to account for a distinct part of the general support to battered women.

At shelters, the proportion of women from ethnic minorities is rising, in 2002 accounting for 42 % of the total number of resident women. At the same time, this group of women remain at the shelters for longer periods of time and unquestionably needs extra support when they are exposed to violence. A major survey has been initiated into the experience the shelters have gleaned on support and advice to women from ethnic minorities. The survey results will be used to train the shelter staffs in their options for handling these women's special problems.

Every year, 42,000 women (according to the 2000 health and sickliness study, National Institute of Public Health) are exposed to violence or threats of violence. Most are exposed to violence from their partners or ex-partners. Only a small proportion of these women choose to move into a shelter. As a means of providing support and advice to more of the women choosing not to contact a shelter, a nationwide network for battered women was established in 2003. The network addresses women who want contact to other women exposed to violence. The network is divided into regional self-help groups managed by the women themselves. In just a few months, the network has gained 60 members, and 10 local groups have been established as of 1 February 2004. There are many indications that the network meets an unfilled need for support and help outside the established systems.

Generally, attention has centred on making battered women aware of support options and their own rights. Under the auspices of the action plan aimed at combating violence against women, several initiatives have been launched, among them a 24-hour Hotline, which has operated since 8 March 2002.

Since 2002, an information leaflet has been prepared and distributed. The leaflet was printed in more than 1,000,000 copies and is available in Danish and five foreign languages (English, Somali, Turkish, Bosnian and Arabic). The leaflet has been available at almost 10,000 locations, including social centres, police stations, libraries, accident departments, chemists, GPs and hairdressers all over Denmark.

The website www.voldmodkvinder.dk displays the hotline phone number, links to relevant documents and links to shelters, and represents a key portal to information on the multi-faceted problems related to violence against women.

During a comprehensive, nationwide campaign "STOP THE VIOLENCE AGAINST WOMEN – BREAK THE SILENCE" in November 2003, ads ran for both www.voldmodkvinder.dk and the hotline. Launched in Danish and four foreign languages (English, Somali, Turkish and Arabic), the campaign, the largest ever of its kind in Denmark, should make battered women aware of the support options, as well as help break the general taboo surrounding violence against women and encourage people not to close their eyes to the violence perpetrated on their colleagues, neighbours or family members. A documentary on violence against women was produced for the campaign. In the film, three women tell about their experiences with domestic violence. The documentary is available in Danish and has been translated into four foreign languages (English, Somali, Turkish and Arabic).

As a new aspect of the fight against violence against women, attention has been centred on preventing violence through treatment of the violent man. In accordance with the action plan, the counselling centre "Dialogue against violence" was set up in Copenhagen (www.dialogmodvold.dk). Dialogue against violence focuses on the entire family, but bases it's counselling on the violent man and his problems.

In terms of violent men, Denmark's work on developing a scheme that allows the domestic abuser to be removed from the home is extremely relevant. For this reason, the government's new programme for justice policy includes the option of removing a violent spouse or cohabiter from the family home.

In August 2003, a working group under the Ministry of Justice presented a preliminary report on the subject and on that background the Minister for Justice asked the Standing Committee on Administration of Criminal Justice to consider the legal protection issues in more detail and prepare a bill for presentation in the coming parliamentary session.

The combat of violence against women has proved to be a holistic and multi-agency effort, at the overall level and not least when it comes to expanding professionals' options to support the victims of violence, the women and children, and improving the possibilities of intervening more efficiently and at an earlier stage in families affected by violence. Thus, a considerable share of the action plan initiatives have targeted the professionals who through their work come face to face with the families, in which violence occur.

One initiative encompassed a nationwide information campaign for local politicians and professionals (policemen, social workers, shelter staff, accident department staff, etc.) in the period November 2002 - June 2003. The campaign consisted of 27 theme days.

Another comprehensive project is called "Violence in the family", in which 3 regions and 5 local authorities are compiling experience from their current cooperation and focusing on improving cooperation between the authorities. Converging special attention on the children's situation, the project calls for the set-up of multi-agency team, cooperation foray between the public authorities and the shelter staff and cooperation projects between shelters and the social authorities, all with a view to supporting severely affected families.

Further, a leaflet for professionals was prepared containing good advice and guidelines on dealing with families in which violence occur. As of February 2004, the leaflet is being expanded and will become a professional toolbox for those professionals who through their work will be helping battered women and children back on their feet after the violence. Toolboxes are being prepared for police, local social workers, doctors and nurses, professionals working with young children and older children.

More knowledge on the character and scope of violence against women is needed. Under the auspices of the action plan, various surveys and projects have been initiated for the area.

Annual statistics on the about 2,000 children staying at shelters every year are also under preparation. The survey should help shed light on the conditions under which children are raised, when there is violence in the family.

As an aspect of the intensified efforts and as a part of the EU Member States' follow-up to the Beijing Platform for Action, the Danish EU Presidency in the autumn of 2002 began developing a national database on violence against women. The objective of the database is to make existing statistics on violence against women accessible and applicable. The database is set up on the basis of the EU indicators on violence against women, one item being: the profiles of the victims and of the abusers.

L. Aliens with a time-limited residence permit who have been subjected to violence by a spouse

As stipulated below the situation for foreign women in Denmark with time-limited residence permits, who are victims of violence from a spouse, has not been altered by the amendment in the summer of 2002 of the period after which it is possible to obtain a permanent residence permit.

The Danish immigration authorities can revoke or refuse to extend a time-limited residence permit if the basis for the permit is no longer valid. This may be the case if a foreign national has received a residence permit on the grounds of marriage, and the spouses no longer live together.

In decisions on revocation of residence permits and refusal of extension of residence permits regard must be had to whether the revocation or refusal must be assumed to be particularly burdensome owing to the alien's personal circumstances and whether the applicant will suffer injury or harm in his or her country of origin.

In such decisions regarding residence permits issued on the basis of spousal reunification special regard must be had to whether the basis of residence is no longer present because of cessation of cohabitation due to the fact that the alien concerned has been exposed to outrages, abuse or other ill-treatment, etc., in Denmark. The alien must document the invoked abuse for instance with reports from the police, emergency rooms, statements from doctors, statements from women's safe houses, etc.

The decision whether revocation, etc., should be effected in such cases is made on the basis of a specific, individual assessment and weighing of the circumstances in each case.

Before Act No. 365 of 6 June 2002 a time-unlimited (permanent) residence permit was as a general rule issued to an alien who had lived lawfully in Denmark for the purpose of permanent residence for more than the last three years when certain other conditions were met. The previous rules thus prevented aliens from having their residence permits revoked if the basis of their residence permits was no longer present after a period of only three years.

According to administrative practice foreigners who due to abuse, cf. above, left their spouses before receiving a permanent residence permit were – depending on their connection to Denmark – in general allowed to stay in Denmark, already after approximately 2 years residence in Denmark.

Act No. 365 of 6 June 2002 amending the Aliens Act, the Marriage Act and other Acts implied that the time condition for a permanent residence permit was amended so that a permanent residence permit cannot be issued to an alien until the alien has lived lawfully in Denmark for more than the last seven years with a residence permit on the same basis.

At the same time the government decided that the special considerations to foreigners, who are victims of abuse from a spouse in Denmark, shall have the effect that the previous administrative practice regarding retaining of residence permit shall be maintained. Thus the situation for victims of violence from a spouse has not been altered by the amendment regarding permanent residence permit. This means that foreigners, who due to abuse, leave their spouses before receiving a permanent residence permit are still – depending on their connection to Denmark – in general allowed to stay in Denmark, already after approximately 2 years residence in Denmark.

As an illustration of the extent of cases where foreigners have invoked violence from a spouse in order to retain a residence permit the Ministry of Refugee, Immigration and Integration Affairs can inform the Committee that from 1998 till 22 November 2003 there have been 275 cases. In 86 of these cases the foreigners have been allowed to stay in Denmark.

It should, however, be noted that the 275 cases include all cases where abuse has been invoked, thus also cases where violence has not been documented, and cases where the victim has only stayed in Denmark for a very short while and does not have any connection to Denmark other than the spouse.

The Ministry of Refugee, Immigration and Integration Affairs also refers to the comments by Denmark, April 5, 2002, to the list of issues and questions contained in the report of the pre-session working group prior to CEDAW's 27th session, re question 23.

M. Sexual abuse of children

Sexual abuse of children is a matter of grave concern in the Danish society. Efforts to combat incest and to help those who have been exposed to sexual abuse are aimed at both sexes.

A working group under the Ministry of Justice submitted a report in 2002 on the conduct of criminal proceedings relating to sexual abuse of children. This report has provided a basis for a number of initiatives, including amendments adopted in 2003 to the Administration of Justice Act concerning video interviews of children.

The Director of Public Prosecutions has issued guidelines on the practical procedure for video interviews of children, recovered memory etc. Against the background of experience from police districts, the Director of Public Prosecutions will prepare a report, which may, inter alia, indicate whether initiatives other than those already implemented are required in relation to the processing of cases involving sexual abuse of children.

In March 2003, a legislative reform on child pornography, sexual exploitation of children and sale of children was adopted by the Danish Parliament. With the adoption of this bill, the Danish Parliament also gave its consent to the ratification of the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography. The Protocol was ratified by Denmark on 24 July 2003.

With the legislative reform, the maximum penalty for distribution and possession of child pornography as well as for the use of porn models under the age of 18 was raised. Further, the provision on child pornography was broadened so as to include the so-called fictive child pornography. In cases of sexual abuse of children, the period of limitation is counted only from the day when the child victim turns 18. With the legislative reform, this principle was broadened so as to also include cases of sale of children.

In August 2003, the Government presented a comprehensive plan of action on combating sexual abuse of children.

N. Female Genital Mutulation

In 2002 the Danish government set up a committee to examine the obligations and possible ways of action in connection with female genital mutilation (FGM) and circumcision. The purpose was to clarify the present legislation in the area and to evaluate the needs for new initiatives. The committee did not find the basis for new legislation in the area of social and health policy, but recommended strengthening the information campaign towards groups where women traditionally are exposed to FGM.

In 2003 the Ministry of Social Affairs published a pamphlet: " We are all responsible ". The target group is health visitors, doctors, teachers and case workers. Guidelines are given about how to deal with a girl who is in risk to be or already has been a victim of FGM.

In May 2003, the Danish Parliament amended the Criminal Code concerning female genital mutilation.

As it was stated in the previous report, the performance of female genital mutilation was illegal in Denmark already before the amendment. However, the new amendment includes the insertion of a new, separate provision – section 245 a – on female genital mutilation in order to make it clear that such practices are unacceptable. It has also been expressly stated in the Criminal Code that consent to female genital mutilation, be it from the girl or from the parents, can under no circumstances lead to exemption from punishment for the perpetrators.

In the opinion of the Government, the main effort in combating female genital mutilation must be based on bringing about a change of attitude. However, the Government is convinced that more efficient legal protection can support the preventive efforts by clearly emphasizing that female genital mutilation is a practice that is incompatible with the norms of the Danish society.

Furthermore, the requirement of so-called dual criminality in relation to female genital mutilation was abolished. Thus, it is now possible to punish Danish nationals as well as persons resident in Denmark who perform or who assist in performing female genital mutilation abroad, even when female genital mutilation is not a crime in the country in which it is performed.

Section 245 a provides for a maximum penalty of 6 years' imprisonment.

Article 13. Gender equality in other areas of the financial and social life

As the report states, including in the specific comments to the individual articles, women and men share the same rights, obligations and possibilities in all aspects of society, including the right to social security benefits, legal capacity, also in financial matters, and the right and opportunity to participate in sports, leisure and recreational pursuits as well as cultural life.

Family reunification requirement of no assistance under the Act on an Active Social Policy or the Integration Act and ability to maintain a spouse

Act No. 365 of 6 June 2002 amending the Aliens Act, the Marriage Act and other Acts includes, inter alia, the following amendments of the conditions for reunification of spouses:

- Reunification of spouses will generally only be permitted if the spouse living in Denmark can prove his/her ability to maintain his/her spouse.
- It is furthermore a condition that the person living in Denmark has not received assistance under the Act on an Active Social Policy or the Integration Act for a period of one year prior to the date when the application is submitted and until the residence permit is issued.

The Ministry of Refugee, Immigration and Integration Affairs does not find that there are provisions in the Aliens Act that are incompatible with the provisions of the Convention. Thus the Ministry of

Refugee, Immigration and Integration Affairs does not find that provisions in the Aliens Act directly or indirectly discriminate women.

As stipulated below the Ministry of Refugee, Immigration and Integration Affairs has informed the Danish Immigration Service that the requirements concerning not having received assistance under the Act on an Active Social Policy or the Integration Act and to prove ability to maintain a spouse – as other provisions – must be applied in accordance with the Convention.

The purpose of the requirement of not having received assistance under the Act on an Active Social Policy or the Integration Act for a period of one year prior to the date when the application is submitted and until the residence permit is issued is to ensure the best possible starting point for a successful integration of the family member wanting to be reunited with his family in Denmark. Normally a person living in Denmark has the greatest possibilities of making a positive contribution to the integration of a foreign spouse into the Danish society and in the Danish labour market if the person living in Denmark has work himself/herself and has had so over a period of time.

The aspect of discrimination against women has been invoked in a complaint against a decision made by the Danish Immigration Service rejecting residence permit to the spouse of a Danish woman on the grounds that she did not fulfil the requirement of not having received assistance under the Act on an Active Social Policy or the Integration Act for a period of one year prior to the date when the application is submitted and until the residence permit is issued. The woman had received assistance under the Act on an Active Social Policy due to maternity leave.

According to the legislative history and the comments to the individual provisions exceptional reasons make the condition inappropriate in cases where reunification of spouses must be granted owing to Denmark's treaty obligations.

The Ministry of Refugee, Immigration and Integration Affairs has in March 2004 reversed the decision made by the Danish Immigration Service. The Ministry finds that the obligations according to the Convention (CEDAW) to ensure equality between men and women in all areas of life imply that women who receive assistance under the Act on an Active Social Policy due to maternity leave cannot be met with the requirement of not having received assistance under the Act on an Active Social Policy or the Integration Act for a period of one year prior to the date when the application is submitted and until the residence permit is issued.

The Ministry of Refugee, Immigration and Integration Affairs has informed the Danish Immigration Service of its opinion.

The Ministry of Refugee, Immigration and Integration Affairs has further more informed the Danish Immigration Service that in decisions regarding whether the spouse living in Denmark can prove ability to maintain a spouse the requirement shall be deviated from when the person living in Denmark is a woman who due to maternity leave cannot fulfil the requirement, when the woman after the maternity leave returns to a job which – both before and after the maternity leave – enables her to maintain a spouse.

The Ministry of Refugee, Immigration and Integration Affairs finds that the described adjustments ensure that the administrative practice regarding these requirements ensures the observance of the Convention.

Article 14. Rural women

At the outset it should be noted that women residing in rural areas in Denmark cannot be regarded as a specifically vulnerable group and that women residing in rural areas cannot be regarded as a population group with a specifically high risk of being subject to violence and discrimination.

The vast majority of women residing in rural areas are not employed in agricultural holdings. They are married to or living with farmers, but hold jobs – either full time or part time – in sectors other than the agricultural sector.

Living standards for families in Danish rural areas are no different from living standard in Danish city areas. The standard of living in Denmark is generally high for all population groups in both rural and city areas. There is free admittance to public schools and education for all, free medical assistance and free access to assistance from social services if any problems pertaining to ill health, unemployment or other social incidents should occur.

Danish women residing in rural areas are - as other citizens in Denmark - covered by the public social security system and do not constitute a group more vulnerable than other groups as far as health hazards or other social incidents are concerned.

Concerning all points mentioned in article 14 subparagraph a-h, it should be noted that Danish women residing in rural areas enjoy the same rights and opportunities as other Danish citizens. Therefore, there is no need to proceed to special means to abolish discrimination against women residing in rural areas as far as their rights and opportunities as citizens are concerned.

IV. Legal capacity, marriage and family

Article 15. Legal capacity and article 16. Marriage and family relations

In Denmark, the same rights are granted to women and men in economic and social life as regards equality before the law and in all matters relating to marriage and family relations.

Reference is made to previous reports and answers to the questions given during previous examinations.

Family reunification requirement of 24 years and efforts to combat marriage contracted against a person's own desire

Act No. 365 of 6 June 2002 amending the Aliens Act, the Marriage Act and other Acts includes, inter alia, the following amendments of the conditions for reunification of spouses:

- Reunification of spouses will generally not be permitted if one of the spouses is under 24 years of age.
- Reunification of spouses will generally not be permitted if it must be considered doubtful that the marriage was contracted or the cohabitation was established at both parties' desire.

  The Ministry of Refugee, Immigration and Integration Affairs does not find due cause to revoke the increase in 2002 in the age limit for spousal reunification from 18 to 24 years. The purpose of the requirement is stipulated below.

As further stipulated below the Ministry of Refugee, Immigration and Integration Affairs has in 2003 made further legal efforts against marriages contracted forcibly or under pressure against a party's own desire.

In addition to the legal efforts the Danish Government on August 15, 2003 launched an action plan for 2003-2005 on forced, quasi-forces and arranged marriages containing 21 initiatives to:

- Prevent forced marriages
- Discourage unhappy family reunifications based on arranged marriages
- Contribute to better integration and increase gender equality
- Help increase the focus on the marital problems of ethnic minority youth in Denmark
- Disseminate information about focus areas to everyone who comes into contact with ethnic minorities, such as doctors, social workers, health visitors and teachers

With the action plan The Danish Government wishes to place focus on free choice, protection of the individual and gender equality and preventative measures to ensure that no person is forced or pressured into a marriage against their will. The Danish Government has allocated funds to offer financial support to initiatives aiming to implement the action plan.

Act No. 365 of 6 June 2002 introduced the general rule that marriages not contracted at both parties' desire cannot result in spousal reunification, as well as an age requirement of 24 years for both parties before spousal reunification can be granted.

The purpose of these and other amendments of the conditions for reunification of spouses comprised by the Act was to restrict the number of aliens reunified with their families to counteract integration problems and to enhance the efforts to combat marriages contracted against the young people's desire.

By introducing an age requirement of 24 years for both parties the Government wants to reduce the risk of forced marriages and arranged marriages intended to result in family reunification. The older a person is, the better he or she can resist pressure from the family or others to contract a marriage against his or her own will. The purpose of the age requirement is thus to protect young people against pressure in connection with contraction of marriages while freeing the young people from being pressured to explain to the immigration authorities that they want reunification of spouses although in reality this is not the case at all.

It is a regrettable fact that, despite the amendments in the summer of 2002 and further efforts, there are still cases where especially young women of an ethnic minority background are exposed to threats and pressure from their families to force or pressure them to marry a man selected by the family. The Danish Government finds this unacceptable.

Therefore further legal efforts against marriages contracted forcibly or under pressure against a party's own desire have been made.

A detailed review of the refusals of applications for reunification with a spouse given from 1 January 2001 to 31 July 2003 on the grounds that the marriage was considered not to have been contracted at the parties' own desire shows that in more than every third one of these cases the information

indicates that the marriage had been contracted with a close relative or an otherwise closely related person. Most of these cases involved marriages contracted between first cousins.

In modern Danish society it is not usual for young people to want to marry close relatives (so-called cousin marriages) or any otherwise closely related parties – particularly not if the parties have had no other contact than what follows from the actual kinship prior to contraction of the marriage. Studies thus show that cousin marriages are often forced marriages contracted because the families in the country of origin put pressure to bear on the parties to ensure a future in the West for their children.

Act No. 1204 of 27 December 2003 amending the Aliens Act introduced a rule of presumption which implies that, if a marriage has been contracted or cohabitation established between close relatives or otherwise closely related parties, it must be considered doubtful, unless particular reasons make it inappropriate, that the marriage was contracted or the cohabitation was established at both parties' own desire. Accordingly, reunification of spouses will in general be refused because the marriage or the cohabitation cannot be considered contracted or established at both parties' own desire.

If the parties can substantiate despite their kinship that their marriage or cohabitation was contracted or established at their own desire reunification of spouses cannot be refused for the reason that the parties are closely related. It may be substantiated, for example, that – other than what follows from the actual kinship – the couple have been thoroughly acquainted with each other for a long period prior to contraction of the marriage or establishment of the cohabitation, that the couple planned their wedding themselves, or that the couple cohabited prior to contraction of the marriage.

Act No. 1204 of 27 December 2003 amending the Aliens Act also implies that previous reunifications of spouses in the parties' close families (in this context parents and siblings) are to indicate that the marriage or the cohabitation has not been contracted or established at the parties' own desire. Together with all other information available in the case, the information on previous reunifications of spouses in the parties' close families must be included in the assessment by the immigration authorities of whether it must be considered doubtful that the marriage was contracted or the cohabitation established at both parties' own desire.

Tables

Table 1: Women's and men's representation in public councils, boards and committees, established in the period 2000-2004.

Committees set up from	Committees in numbers	Women	Men	Women %
2000	19	117	147	44.3
2001	34	208	262	44.3
2003	51	283	525	35.0
2004	51	276	390	41.4

Source: Department of Gender Equality

Table 2: Managers in the central administration, covering the period 1998-2003

Managers in the central administration (1998, 1999, 2001, 2003) (real number)

		Consultant ect. (Wage scale 35-36)	Head of office ect. (Wage scale 37-38)	Permanent under-secretary, director ect. (wage scale 39-42)
1998	Women	876	212	33
	Men	2854	3057	271
	Total	3730	3269	304
1999	Women	1029	593	40
	Men	3070	3156	272
	Total	4099	3749	312
2001	Women	1274	662	53
	Men	3223	3185	272
	Total	4497	3847	325
2003	Women	1357	667	63
	Men	3030	3033	267
	Total	4387	3700	330

Managers in the central administration (1998, 1999, 2001, 2003) (percentage)

		Consultant ect. (Wage scale 35-36)	Head of office ect. (Wage scale 37-38)	Permanent under-secretary, director ect. (wage scale 39-42)
1998	Women	23.5	6.5	10.9
	Men	76.5	93.5	89.1
1999	Women	25.1	15.8	12.8
	Men	74.9	84.2	87.2
2001	Women	28.3	17.2	16.3
	Men	71.7	82.8	83.7
2003	Women	30.9	18.0	19.1
	Men	69.1	82.0	80.9

Source: Statistical Denmark

Table 3: Women and men by completed highest level of education covering the period 1998-2002.

Women and men by completed highest level of education, 1998-2002 (real number)

	1998		1999		2000		2001		2002	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Basic	32 092	31 821	32 317	32 987	31 611	31 168	33 311	32 838	33 613	33 257
Secondary	14 875	8 909	14 251	8 367	13 210	7 719	12 697	7 256	12 835	7 456
Vocational	27 193	24 936	25 269	20 529	27 282	23 832	25 798	22 796	24 428	21 552
Short higher	2 065	3 563	1 979	3 227	2 387	3 979	2 472	4 135	2 865	3 933
Medium higher	12 967	7 276	14 236	7 669	15 266	8 438	15 590	8 132	15 817	8 276
Long higher	3 862	4 291	3 977	4 317	4 323	4 646	4 685	4 762	5 077	4 965
Research	292	594	346	572	388	641	351	537	427	647
Total	**93 346**	**81 390**	**92 375**	**77 668**	**94 467**	**80 423**	**94 904**	**80 456**	**95 062**	**80 086**

Women and men by completed highest level of education, 1998-2002 (percentage)

	1998		1999		2000		2001		2002	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Basic	34.4%	39.1%	35.0%	42.5%	33.5%	38.8%	35.1%	40.8%	35.4%	41.5%
Secondary	15.9%	10.9%	15.4%	10.8%	14.0%	9.6%	13.4%	9.0%	13.5%	9.3%
Vocational	29.1%	30.6%	27.4%	26.4%	28.9%	29.6%	27.2%	28.3%	25.7%	26.9%
Short higher	2.2%	4.4%	2.1%	4.2%	2.5%	4.9%	2.6%	5.1%	3.0%	4.9%
Medium higher	13.9%	8.9%	15.4%	9.9%	16.2%	10.5%	16.4%	10.1%	16.6%	10.3%
Long higher	4.1%	5.3%	4.3%	5.6%	4.6%	5.8%	4.9%	5.9%	5.3%	6.2%
Research	0.3%	0.7%	0.4%	0.7%	0.4%	0.8%	0.4%	0.7%	0.4%	0.8%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Source: Statistical Denmark.

Table 4: Women's and men's labour force and participation rate, in percentage, covering the period 1998-2002

	1998	1999	2000	2001	2002
Men					
Labour force rate	81,6	81,7	81,4	81,4	81,2
Participation rate	77,4	78,3	78,2	78,3	78,2
Women					
Labour force rate	73,3	73,6	73,6	74,1	74,3
Participation rate	68,0	69,6	70,2	70,7	71,1

The labour force rate covers persons in the work force between 16 and 66 years in percentage of the total population between 16 and 66 years.

The participation rate shows the number of people in the labour force between 16-66 years in percentage of the total population between 16 and 66 years.

Source: Statistics Denmark

Table 5: Number of women and men in full time employment, covering the period 1998-2002

Age	Gender	1998	2000	2002
16-19	Men	29 570	25 470	22 952
	Women	14 301	12 052	11 132
20-24	Men	106 854	96 152	84 587
	Women	82 328	73 594	64 323
25-29	Men	139 808	135 619	130 295
	Women	119 026	121 655	118 402
30-34	Men	167 984	162 883	152 869
	Women	149 662	149 563	142 634
35-39	Men	147 833	156 227	166 076
	Women	135 943	147 294	158 496
40-44	Men	142 239	142 528	144 915
	Women	129 815	135 349	140 674
45-49	Men	138 953	137 033	138 944
	Women	122 485	126 857	132 021
50-54	Men	141 792	144 557	137 852
	Women	112 764	124 092	125 651
55-59	Men	91 152	106 298	125 214
	Women	62 596	80 967	100 288
60-66	Men	35 073	38 179	45 788
	Women	17 228	18 949	24 665
67+	Men	2 350	1 988	1 983
	Women	986	796	874

Source: Statistical Denmark

Table 6: Number of women and men in part time employment, covering the period 1998-2002

Age	Gender	1998	2000	2002
16-19	Men	49 816	48 201	47 514
	Women	54 435	52 930	52 700
20-24	Men	32 463	34 865	34 061
	Women	40 289	45 764	47 076
25-29	Men	14 416	17 477	19 061
	Women	15 372	19 122	21 296
30-34	Men	5 832	6 072	6 319
	Women	6 887	6 745	6 587
35-39	Men	3 408	3 903	4 424
	Women	8 262	7 101	6 705
40-44	Men	2 854	3 078	3 274
	Women	13 098	10 324	8 287
45-49	Men	2 542	2 794	2 908
	Women	17 421	14 547	11 904
50-54	Men	2 573	2 763	2 820
	Women	19 436	17 597	15 031
55-59	Men	2 073	2 470	2 787
	Women	13 629	14 030	15 083
60-66	Men	5 054	5 390	5 043
	Women	8 772	8 078	7 693
67+	Men	13 999	14 998	16 142
	Women	6 661	6 924	7 467

Source: Statistical Denmark

Table 7: Employment after working position, covering the period 1998-2002

Employment after working position, 1998-2002										
	1998		1999		2000		2001		2002	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Independent	49583	161926	50579	161450	51263	160726	51248	159114	51800	157561
Co-working spouse	16740	952	15098	870	13251	844	11848	795	10782	768
Top management	14109	56762	14978	57792	15478	58142	14780	47913	15307	48277
Wage earner highest level	131033	177775	142132	183705	141577	185642	140983	177409	149671	180588
Wage earner medium level	231416	159287	235365	159851	247499	164151	244061	156128	255624	159545
Wage earner basic level	559455	620093	566635	616029	576795	611405	552727	569552	548710	562354
Wage earner other	112462	163922	113517	164755	107136	165293	100767	185116	103227	184419

Source: Statistical Denmark

Table 8: The gender segregated labour market – segregated by sector, covering the period 1998-2002

		1998	1999	2000	2001	2002
State	Men	106 189	106 397	104 442	98 406	99 635
	Women	77 726	79 540	79 896	80 578	81 698
County	Men	47 215	47 385	47 474	46 908	47 163
	Women	139 601	142 148	144 788	143 759	144 934
Municipality	Men	108 230	108 214	106 659	105 852	106 389
	Women	354 375	360 853	359 250	362 640	367 778
Public companies	Men	67 474	67 079	65 909	63 521	62 529
	Women	31 793	32 230	31 700	32 086	32 684
Private	Men	972 542	982 941	987 574	1 002 173	1 001 702
	Women	562 773	581 424	594 070	602 859	606 750
Foreign sector	Men	39	0	0	2	4
	Women	28	0	0	1	2
Activity not stated	Men	24	63	0	0	0
	Women	32	59	0	15	0

Source: Statistical Denmark

Table 9: Women's share of men's wage, divided by sector and education, covering the period 2000-2002 (in percentage)

	Private			Municipality			State		
	2000	2001	2002	2000	2001	2002	2000	2001	2002
		Pct.			Pct.			Pct.	
Total	76	77	78	83	82	83	90	91	91
Basic	84	85	86	85	85	86	93	95	95
General secondary	71	73	74	85	85	86	95	97	98
Vocational secondary	77	77	79	92	91	94	98	99	98
Vocational	80	81	82	85	85	86	92	92	91
Short higher	82	83	83	90	90	91	86	86	87
Medium higher	71	73	74	88	88	88	89	89	88
Bachelor	69	71	73	88	89	90	89	90	88
Long higher	79	80	82	86	86	87	90	90	90
Research	88	88	92	93	93	92	93	92	93
No record	70	73	75	85	85	85	82	86	86

Source: Statistical Denmark.

Table 10: Women's and men' unemployment

Women's and men's unemployment 1998-2002

	Women real number	Men real number	Women %	Men %
1998	101 769	80 951	7.8	5.5
1999	85 416	72 774	6.5	4.9
2000	81 995	68 496	6.2	4.6
2001	78 615	66 462	5.9	4.5
2002	75 938	68 793	5.7	4.7
2003	87 303	83 305	6.6	5.6

Source: Statical Denmark

Table 11: Average number of women and men on leave, covering the period 1998-2002

	1998		1999		2000		2001		2002	
	Women %	Men	Women %	Men	Women %	Men	Women %	Men	Women %	Men
Sabbatical	66.1	33.9	68.2	31.8	0.0	0.0	0.0	0.0	0.0	0.0
Childcare	93.0	7.0	93.0	7.0	92.8	7.2	92.9	7.1	92.4	7.6
Educational	75.7	24.3	76.3	23.7	75.3	24.7	77.1	22.9	67.8	32.2

Source: Statistiscal Denmark.

Table 12: Hospital patients after admission and gender, covering the period 1998-2001

	1998		1999		2000		2001	
	Women	Men	Women	Men	Women	Men	Women	Men
Self-employed	3 589	12 228	3 731	12 337	3 736	11 839	3 651	11 543
Co-working spouse	1 468	97	1 330	87	1 151	86	1 081	96
Top management	912	3 670	1 041	3 783	1 064	3 851	999	2 863
Employee highest level	7 309	8 732	7 794	9 192	7 756	9 312	7 670	8 575
Employee medium level	13 973	8 805	14 092	8 862	15 217	9 415	14 863	8 380
Employee basic level	36 646	37 481	37 382	38 394	38 523	38 843	36 297	35 006
Employee earner other	11 180	13 888	11 790	14 760	11 422	14 992	14 178	20 677
Unemployed	6 643	5 363	5 238	4 085	3 821	3 436	3 904	3 532
Student	9 841	6 412	9 675	6 416	9 782	6 694	9 832	6 702
Senior citizen	129 588	101 169	130 430	102 603	129 755	102 212	130 378	102 534
Out of labour force	41 779	44 392	42 114	45 778	42 551	46 045	42 612	46 938

Source: Statistical Denmark.

Table 13 – Victims and reporting

Table 13

52 Anmeldelser og ofre

Ofre fordelt efter overtrædelsens art og alder 2002, i alt

Victims by type of offence and age 2002, criminal cases ,total

Overtrædelsens art	Ofre i alt	0-4 år	5-9 år	10-14 år	15-19 år	20-24 år	25-29 år	30-39 år	40-49 år	50-59 år	60-69 år	70-79 år	80- år
Straffelovsovertrædelser i alt	45 826	136	506	2 368	6 538	6 286	4 829	7 701	5 895	4 720	2 777	2 278	1 692
Sædelighedsforbrydelser	2 683	93	366	810	479	265	201	209	135	64	30	18	13
Blodskam mv	106	27	32	34	11	1		1	-	-	-	-	-
Voldtægt mv.	490	2	10	86	133	83	53	67	37	10	4	1	4
Heteroseksuel sædeligh.forbr. børn u. 12 år	178	36	113	28	1			-	-	-	-	-	-
Heteroseksuel sædeligh.forbr. i øvrigt	158	2	4	118	19	5	3	2	3	1	-	-	1
Homoseksuel sædeligh.forbr. børn u. 12 år	21	4	13	4				-	-	-	-	-	-
Homoseksuel sædeligh.forbr. i øvrigt)	31		2	24	3	1	1	-	-	-	-	-	-
Blufærdighedskrænkelse v/beføling	474	6	66	163	114	43	22	26	17	7	4	3	3
Blufærdighedskrænkelse v/blotteri	656	5	74	187	116	72	54	52	42	35	12	5	2
Blufærdighedskrænkelse v/beluring	141	-	1	13	19	25	30	28	14	5	3	3	-
Blufærdigh.krænk. v/verbal uterlighed o.l.	166	2	17	65	23	15	18	10	6	1	4	3	2
Blufærdigh.krænk. v/anden uterlighed	92	1	5	36	15	8	9	9	6	1	-	2	-
Blufærdighedskrænkelse i øvrigt	170	8	29	52	25	12	11	14	10	4	3	1	1
Voldsforbrydelser	15 751	40	102	693	2 031	2 605	2 088	3 363	2 374	1 215	330	70	40
Vold mod tjenestemand i funktion	958	-	-		2	28	93	264	324	220	23	1	3
Vold mod politi mv. ved opløb	-	-	-	-	-	-	-	-	-	-	-	-	-
Manddrab	45	1	-	1	3	5	4	14	7	5	3	-	2
Barnedrab	-	-	-	-	-	-	-	-	-	-	-	-	-
Forsøg på manddrab	165	1	-	-	16	31	28	45	31	10	-	3	-
Simpel vold	9 338	26	79	528	1 977	1 728	1 231	1 809	1 191	523	167	45	24
Alvorligere vold	1 177	4	5	25	197	226	179	284	175	60	14	7	1
Skadeforvoldelse	221	1	2	9	34	40	28	60	29	10	4	1	3
Særlig alvorlig vold	35	2			1	6	7	9	9	-	1	-	-
Særlig alvorlig vold m/død til følge	3	1		-	-	-	-	-	2	-	-	-	-
Hensættelse i hjælpeløs tilstand	4	-	-	-	-	-	-	1	-	1	-	1	1
Forvolde fare for liv eller førlighed	202	1	1	8	28	27	28	52	28	21	7	1	-
Undlade at hjælpe person i livsfare	5	-	-	-	-	-	-	2	1	2	-	-	-
Undlade at hjælpe person ved ulykke	2	-	-	-	1	-	-	-	-	-	1	-	-
Ulovlig tvang	154	1	1	15	38	19	16	24	20	13	6	-	1
Frihedsberøvelse	93	-	-	3	27	21	14	13	11	2	-	-	2
Kvalificeret frihedsberøvelse	15	-	-	2	2	3	1	4	1	2	-	-	-
Trussel på livet	2 662	2	13	78	318	355	375	683	461	297	90	8	2
Trusler o- lign. m- vidner og deres nærmeste	672	-	1	24	187	116	84	119	84	39	14	3	1
Ejendomsforbrydelser	26 516	1	33	860	3 219	3 358	2 451	3 872	3 285	3 232	2 351	2 176	1 638
Tasketyverier	2 721	-	2	29	198	359	265	375	325	393	249	268	258
Tyverier fra lomme el. taske	20 580	1	23	561	2 470	2 688	1 985	3 150	2 681	2 584	1 951	1 633	863
Tricktyveri i beboelse	727				1	4	2	20	14	34	49	168	435
Tyveri i forb.m. prostitution	7	-	-	-		1	2		1	2	-	-	1
Tyveri i forb.m. vold	54			2	11	15	7	8	7	3	1	-	-
Afpresning	188			7	56	33	22	40	17	9	3	1	-
Åger	9	-	-	-	-	-	-	1	-	2	1	2	3
Røveri mod andre	2 102		8	259	471	244	144	254	224	200	122	101	75
Særligt farligt røveri mod andre	128			2	12	14	14	24	16	25	15	3	3
Andre straffelovsforbrydelser	876	2	5	5	9	58	89	257	201	289	26	14	1
Overtrædelse af advarsler	845	2	5	3	9	55	86	252	193	201	24	14	1
Forfølgelse ved gentagne beskyldninger	1	-	-	-	-	-	-	-	-	1	-	-	-
Æreskrænkelser	27			2		3	3	4	7	6	2	-	-
Bagvaskelse	2	-	-	-	-	-	-	-	1	1	-	-	-
Fornærmelser	1	-	-	-	-	-	-	1	-	-	-	-	-

Anm. Inkl. 1.141 offerindberetninger med uoplyst køn. Summen af tabellerne 2.04B og 2.04C er derfor mindre end summen i tabel 2.04A.

Alderen er beregnet på gerningstidspunktet.

Table 13 (a)

Ofre fordelt efter overtrædelsens art og alder 2002, mænd

Victims by type of offence and age 2002, criminal cases , males

Overtrædelsens art	Ofre i alt	0-4 år	5-9 år	10-14 år	15-19 år	20-24 år	25-29 år	30-39 år	40-49 år	50-59 år	60-69 år	70-79 år	80- år
Straffelovsovertrædelser i alt	19 345	40	162	1 068	3 625	3 287	2 330	3 365	2 444	1 655	713	398	258
Sædelighedsforbrydelser	347	18	71	109	18	5	7	9	7	1	1	1	
Blodskam mv.	14	1	7	5	1		-				-		-
Voldtægt mv.	5	1		1	3		-				-		-
Heteroseksuel sædeligh.forbr. børn u. 12 år	19	8	11	-			-				-		-
Heteroseksuel sædeligh.forbr. i øvrigt	20		1	15	1	1	-	1	1		-		-
Homoseksuel sædeligh.forbr. børn u. 12 år	19	4	11	4			-				-		-
Homoseksuel sædeligh.forbr. i øvrigt)	30		2	23	3	1	1				-		-
Blufærdighedskrænkelse v/beføling	42	1	11	23	3	1	1	2			-		-
Blufærdighedskrænkelse v/blotteri	39	2	18	10	3		1	3	2		-		-
Blufærdighedskrænkelse v/beluring	13			1	2	2	3	1	3		1		-
Blufærdigh.krænk. v/verbal uterlighed o.l.	21		1	18	1		-	1			-		-
Blufærdigh.krænk. v/anden uterlighed	10		3	4			1		1		-	1	-
Blufærdighedskrænkelse i øvrigt	15	1	6	5	1		-	1		1	-		-
Voldsforbrydelser	10 408	19	65	496	2 146	1 828	1 384	1 978	1 392	804	228	47	21
Vold mod tjenestemand i funktion	575			-	1	20	44	153	197	143	17		-
Vold mod politi mv. ved opløb				-			-				-		-
Manddrab	30			-	3	4	3	9	4	5	2		-
Barnedrab				-			-				-		-
Forsøg på manddrab	121	1	-	1	12	28	22	28	22	4	0	3	-
Simpel vold	6 410	12	51	393	1 561	1 258	846	1 064	707	360	115	28	15
Alvorligere vold	907	2	3	16	159	192	138	214	120	45	12	6	-
Skadeforvoldelse	169	1	2	8	32	34	18	44	18	8	2	1	1
Særlig alvorlig vold	30	2		-	1	4	7	9	6		1		
Særlig alvorlig vold m/død til følge	1			-			-		1		-		-
Hensættelse i hjælpeløs tilstand	3			-			-	1			-	1	1
Forvolde fare for liv eller førlighed	146		1	6	22	20	19	41	21	13	2	1	-
Undlade at hjælpe person i livsfare	1			-			-			1	-		-
Undlade at hjælpe person ved ulykke	1			-	1		-				-		-
Ulovlig tvang	91	1	1	11	30	13	7	8	9	7	3		1
Frihedsberøvelse	42			-	17	8	7	3	5	1	-		1
Kvalificeret frihedsberøvelse	10			-	2	3	1	1	1	2	-		-
Trussel på livet	1 424		7	44	177	165	212	332	235	186	61	4	1
Trusler o. lign. m. vidner og deres nærmeste	447			17	128	79	60	71	46	29	13	3	1
Ejendomsforbrydelser	8 450	1	23	460	1 458	1 449	926	1 319	1 001	771	469	345	237
Tasketyverier	308		1	7	28	65	41	63	33	27	25	11	7
Tyverier fra lomme el. taske	6 082	1	14	201	955	1 155	736	992	790	575	327	222	114
Tricktyveri i beboelse	204			-			1	16	3	18	26	54	86
Tyveri i forb.m. prostitution	7			-		1	2		1	2	-		1
Tyveri i forb.m. vold	43			1	8	13	6	6	7	1	1		-
Afpresning	166			6	53	28	21	35	14	7	2		-
Åger	3			-			-			2	-	1	-
Røveri mod andre	1 564		8	243	405	179	113	190	145	125	75	54	27
Særligt farligt røveri mod andre	82			2	9	8	6	17	8	14	13	3	2
Andre straffelovsforbrydelser	231	2	3	3	3	5	13	59	44	79	15	5	-
Ov[illegible]ædelse af advarsler	211	2	3	2	3	3	11	56	39	74	13	5	-
[illegible]lgelse ved gentagne beskyldninger				-			-				-		-
[illegible]reskrænkelser	19			1		2	2	3	4	5	2		-
Bagvaskelse	1			-			-		1		-		-
Fornærmelser				-			-				-		-

Anm. Alderen er beregnet på gerningstidspunktet.

Table 13 (b)

Ofre fordelt efter overtrædelsens art og alder 2002, kvinder

Victims by type of offence and age 2002, criminal cases, females

Overtrædelsens art	Ofre i alt	0-4 år	5-9 år	10-14 år	15-19 år	20-24 år	25-29 år	30-39 år	40-49 år	50-59 år	60-69 år	70-79 år	80- år
Straffelovsovertrædelser i alt	25 590	95	337	1 296	2 854	2 840	2 397	4 179	3 389	2 922	1 956	1 843	1 402
Sædelighedsforbrydelser	2 415	74	289	700	457	257	192	198	127	63	29	17	12
Blodskam mv.	92	26	25	29	10	1	-	1	-	-	-	-	-
Voldtægt mv.	478	1	9	85	128	82	53	65	37	10	4	1	3
Heteroseksuel sædeligh.forbr. barn u. 12 år	158	27	102	28	1	-	-	-	-	-	-	-	-
Heteroseksuel sædeligh.forbr. i øvrigt	137	2	3	103	18	4	2	1	2	1	-	-	1
Homoseksuel sædeligh.forbr. barn u. 12 år	-	-	-	-	-	-	-	-	-	-	-	-	-
Homoseksuel sædeligh.forbr. i øvrigt	1	-	-	1	-	-	-	-	-	-	-	-	-
Blufærdighedskrænkelse v/beføling	426	5	52	139	109	42	21	24	17	7	4	3	3
Blufærdighedskrænkelse v/blottelse	616	3	56	177	113	72	53	49	39	35	12	5	2
Blufærdighedskrænkelse v/belurring	126	-	1	12	17	22	26	27	11	5	2	3	-
Blufærdigh.krænk. v/verbal uterlighed o.l.	145	2	16	47	22	15	18	9	6	1	4	3	2
Blufærdigh.krænk. v/anden uterlighed	81	1	2	32	15	7	8	9	5	1	-	1.	-
Blufærdighedskrænkelse i øvrigt	155	7	23	47	24	12	11	13	10	3	3	1	1
Voldsforbrydelser	5 232	21	36	196	669	682	685	1 361	965	482	99	23	13
Vold mod tjenestemand i funktion	379	-	-	-	1	8	49	110	127	77	5	1	1
Vold mod politi mv. ved opløb	-	-	-	-	-	-	-	-	-	-	-	-	-
Manddrab	13	1	-	-	-	1	1	5	2	1	1	-	1
Barnedrab	-	-	-	-	-	-	-	-	-	-	-	-	-
Forsøg på manddrab	44	-	-	-	4	3	6	16	10	4	-	-	1
Simpel vold	2 863	14	27	134	408	461	373	733	470	169	51	17	6
Alvorligere vold	261	2	2	9	34	34	40	66	55	15	2	1	1
Skadeforvoldelse	48	-	-	1	2	6	9	14	11	2	2	-	1
Særlig alvorlig vold	5	-	-	-	-	2	-	-	3	-	-	-	-
Særlig alvorlig vold m/død til følge	2	1	-	-	-	-	-	-	1	-	-	-	-
Hensættelse i hjælpeløs tilstand	1	-	-	-	-	-	-	-	-	1	-	-	-
Forvolde fare for liv eller førlighed	54	1	-	2	5	7	8	11	7	8	5	-	-
Undlade at hjælpe person i livsfare	1	-	-	-	-	-	-	1	-	-	-	-	-
Undlade at hjælpe person ved ulykke	1	-	-	-	-	-	-	-	-	-	1	-	-
Ulovlig tvang	62	-	-	4	8	6	9	15	11	6	3	-	-
Frihedsberøvelse	47	-	-	3	9	11	6	10	6	1	-	-	1
Kvalificeret frihedsberøvelse	5	-	-	2	-	-	-	3	-	-	-	-	-
Trussel på livet	1 223	2	6	34	139	107	161	329	224	188	28	4	1
Trusler o. lign. m. vidner og deres nærmeste	223	-	1	7	59	36	23	48	38	10	1	-	-
Ejendomsforbrydelser	17 298		10	398	1 722	1 848	1 444	2 422	2 140	2 327	1 817	1 794	1 376
Tasketyverier	2 384	-	1	22	168	289	220	311	281	365	222	255	250
Tyverier fra lomme el. taske	13 807	-	9	358	1 485	1 484	1 190	2 034	1 764	1 861	1 521	1 376	725
Tricktyveri i beboelse	523	-	-	-	1	4	1	4	11	16	23	114	349
Tyveri i forb.m. prostitution	-	-	-	-	-	-	-	-	-	-	-	-	-
Tyveri i forb.m. vold	10	-	-	1	3	2	1	2	-	1	-	-	-
Afpresning	22	-	-	1	3	5	1	5	3	2	1	1	-
Åger	6	-	-	-	-	-	-	1	-	-	1	1	3
Røveri mod andre	505	-	-	16	59	58	26	58	75	71	47	47	48
Særligt farligt røveri mod andre	41	-	-	-	3	6	5	7	6	11	2	-	1
Andre straffelovsforbrydelser	645		2	2	6	53	76	198	157	130	11	9	1
Overtrædelse af advarsler	634	-	2	1	6	52	75	196	154	127	11	9	1
Forfølgelse ved gentagne beskyldninger	1	-	-	-	-	-	-	-	-	1	-	-	-
Ærekrænkelser	8	-	-	1	-	1	1	1	3	1	-	-	-
Bagvaskelse	1	-	-	-	-	-	-	-	-	1	-	-	-
Fornærmelser	1	-	-	-	-	-	-	1	-	-	-	-	-

Anm. Alderen er beregnet på gerningstidspunktet.

Bilag 3.	Engelsk oversættelse	
Table 2.04A-2.04C	*Heading:*	
	Alder	By age groups
	Ofre i alt	Victims, total
	Front column:	
	Straffelov i alt	Penal Code, total
	Sædelighedsforbrydelser	Sexual offences
	Blodskam mv.	Incest, etc.
	Voldtægt mv.	Rape, etc
	Heteroseksuel sædeligh. forbr. børn under 12 år	Heterosexual offences with children under 12 years
	Heteroseksuel sædeligh. forbr. i øvrigt	Heterosexual offences, other
	Homoseksuel sædeligh. forbr. børn under 12 år	Homosexual offences, with children under 12 years
	Homoseksuel sædeligh. forbr. i øvrigt	Homosexual offences, other
	Blufærdighedskrænkelse ved beføling	Offences against decency, by pawing
	Blufærdighedskrænkelse ved blotteri	Offences against decency, by removing clothes
	Blufærdighedskrænkelse ved beluring	Offences against decency, by watching secretly
	Blufærdighedskrænkelse ved verbal uterlighed	Offences against decency, by indecency
	Blufærdighedskrænkelse ved anden uterlighed	Offences against decency, by different indecency
	Blufærdighedskrænkelse i øvrigt	Offences against decency, other
	Voldsforbrydelser	Crimes of violence
	Vold mod tjenestemand i funktion	Violence against public servant while in charge of his duties
	Vold mod politi mv. ved opløb	Violence against the police in crowds
	Manddrab	Homicide
	Barnedrab	Homicide against a child
	Forsøg på manddrab	Attempted homicide
	Simpel vold	Common assault
	Alvorligere vold	Grievous assault
	Skadeforvoldelse	Grievous assault against the person
	Særlig alvorlig vold	Particularly grievous assault
	Særlig alvorlig vold m/død til følge	Particularly grievous assault followed by death
	Hensættelse i hjælpeløs tilstand	Place a person in a helpless condition
	Forvolde fare for for liv og førlighed	Offences against life and health
	Undlade at hjælpe person i livsfare	Refrain from helping a person in mortal danger
	Undlade at hjælpe person ved ulykke	Refrain from helping a person in an accident
	Ulovlig tvang	Unlawful compulsion
	Frihedsberøvelse	Loss of liberty
	Kvalificeret frihedsberøvelse	Serious loss of liberty
	Trussel på livet	Threats to life
	Trusler og lignende mod vidner og deres nærmeste	Threats against witnesses and their relatives
	Ejendomsforbrydelser	Offences against property
	Tasketyverier	Theft of handbag
	Tyverier fra lomme el. taske	Theft from pocket or handbag
	Tricktyveri i beboelse	Theft by trick in residences
	Tyveri i forb.m.prostitution	Theft connected with prostitution
	Tyveri i forb.m.vold	Theft connected with violence

Bilag 3.	Engelsk oversættelse	
	Afpresning	Blackmail
	Åger	Usury
	Røveri mod andre	Robbery
	Særligt farligt røveri mod andre	Serious dangerous robbery
	Andre forbrydelser	Other offences
	Overtrædelse af advarsler	Breach of a caution
	Forfølgelse ved gentagne beskyldninger	Persecute at reiterate accusation
	Ærekrænkelser	Slander/libel
	Bagvaskelser	Defamation
	Fornærmelser	Insult
Table 3.01A-3.01B	*Heading*	
	I alt	Total
	Køn mv.	Sex, etc.
	Mænd	Men
	Kvinder	Women
	Virksomheder	Companies
	Uoplyst	Not stated
	Bopælskommune	Municipality of residence
	Københavns og Frederiksberg kommuner	Municipalities of Copenhagen and Frederiksberg
	Hovedstadsområdet i øvrigt	Rest of Copenhagen metropolitan area
	Odense, Esbjerg, Randers, Ålborg, Århus Kommuner	Municipalities of Odense, Esbjerg, Randers, Ålborg, Århus
	Kommuner med byer over 10 000 indbyggere	Municipalities comprising urban areas with 10 000 inhabitants and over
	Øvrige kommuner	Other municipalities.
	Front column:	
	I alt	Total
	Dom til frihedsstraf	Imprisonment
	Ubetinget frihedsstraf	Unsuspended imprisonment
	Ubetinget dom alene	Unsuspended imprisonment alone
	Ubetinget og samfundstjeneste	Unsuspended sentence and community service
	Delvis betinget dom	Partly suspended sentence
	Delvis betinget og samfundstjeneste	Partly suspended and comm. service
	Ubetinget dom og bøde	Unsuspended sentence and fine
	Udstået ved varetægt	Sentence served on remand
	Forvaring	Detention
	Betinget frihedsstraf	Suspended imprisonment
	Betinget dom alene	Suspended sentence alone
	Betinget dom og samfundstjeneste	Suspended sentence and comm. service
	Betinget dom og bøde	Suspended sentence and fine
	Betinget dom, bøde og samfundstjeneste	Suspended sentence, fine and community service
	Bødeafgørelse	Judgment imposing a fine
	Bødedom	Fine
	Bødevedtagelse	Agreement to be fined summarily
	Bødeforlæg	Ticket fines
	Indenretlig bøde og frakendelse	Fine imposed in court and disqualification
	Udenretlig bøde og frakendelse	Fine imposed out of court and disqualf.
	Tiltalefrafald	Withdrawal of charges
	Vilkår vedr. unge/Lov om aktiv socialpolitik mv.	Conditions concerning young people/Social Assistance Act
	Ungdomskontrakt	Youth contracts
	Tiltalefrafald i øvrigt	Withdrawal of charges , other

Comments made by Danish NGOs

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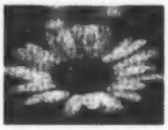

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Copenhagen, June 2004

Comments by the Women's Council in Denmark (Kvinderådet) to the Sixth Periodic Report on CEDAW

The Women's Council in Denmark (hereafter "WCD") representing more than 50 organisations working within different fields of gender equality, welcomes the opportunity to comment on the Danish Government's Sixth Periodic Report (hereafter "the report") on the implementation of CEDAW. Unfortunately our knowledge on the situation regarding gender equality in Greenland and the Faroe Islands does not allow us to comment on these parts of the report.

Our comments will follow the set-up of the report, thus taking on the articles one by one. Immediately below some overall reflections on gender equality in Denmark is highlighted.

General comments

The Women's Council in Denmark would like to commend the Minister for Gender Equality on making the Gender Equality Board (which handles complaints about discriminatory treatment of women and men) a permanent body as of 2003. Likewise, the Minister's campaign on violence against women and the associated Plan of Action as well as the Plan of Action to Combat Trafficking in Women draw attention and action to these areas.

Some of the main backlashes to gender equality in the last couple of years have been the abolishment of the law on gender disaggregated wages statistics, the halving of the parental leave set aside specifically to the father, and the generally poor integration as well as marginalisation of ethnic minority women. Parts of the action plan to combat trafficking in women unfortunately prove unsuitable to fully cater for the needs of trafficked women in Denmark and their repatriation.

The governmental work for gender equality seems to lack sufficient funds and staffing. The WCD would like to see more funds allocated to governmental work on gender equality. On another level the willingness to use temporary special measures as catered for by the CEDAW also appears to be lacking. From the point of view of the WCD too much effort from governmental side is put into arranging café-debates and seminars, writing of pamphlets and developing tool-boxes. According to

WCD one of the main tasks of administration should be to ensure that all governmental circulars, bills etc. have passed a gender analysis and been mainstreamed in relation to the gender perspective.

Comments by article:

Article 2. Constitution and Legislation.

As stated in the comments of the WCD to the fifth periodic report, equal opportunities between women and men are not secured by the Danish Constitution. In connection with an ongoing debate about a revision of the Constitution, WCD has suggested that equal opportunities between women and men be incorporated into the Constitution showing that the area is one of the fundamental principles of Danish society.

The WCD strongly regrets the fact that neither the Incorporation Committee nor the Government recommends incorporation of the Convention into Danish legislation. On incorporation the report states "incorporation would not change anything with regard to the existing state of law in Denmark". As mentioned WCD regrets the decision - especially when the statements of the Ministry of Justice regarding the consequences of incorporating the European Human Rights Convention into Danish law is taken into account. The Ministry of Justice wrote that this incorporation had "had a huge impact", and experience showed that upon incorporation the convention was quoted and used "to a large extent". The WCD finds that this could very well be the case for CEDAW if incorporated. Another aspect of incorporation, which the report unfortunately leaves out, is the strong commitment to women's rights and gender equality which an incorporation of the convention would send to society in general and women in particular. Unfortunately the report does not deal with or even mention these aspects.

Article 3. National Policy.

Regarding mainstreaming; this will be dealt with under article 5.

Article 4. Equality Bodies and Temporary Measures.

The WCD would like to see more focus by the Minister for Gender Equality on issues solemnly covering the area of gender equality.

"The Gender Equality Board". From 2003 the Gender Equality Board was made permanent – an act which WCD strongly supported. Still, a major task ahead is to make the existence and work of the Board more visible to the general public.

"Danish Research Centre on Gender Equality". The Danish Research Centre on Gender Equality, which evolved out of the Minister for Gender Equality's closure of the state-funded Knowledge Centre for Gender Equality in 2002, is now a private foundation, fully depending on private and public funding for specific projects and activities. Thereby the gender equality work in Denmark has lost an independent body to promote and qualify the debate on gender equality.

"NGOs". The WCD's annual grant of DKK 1.1 million has not been adjusted since the first grant was received in 1999. Thus the real value of the grant has fallen in proportion to the inflation in the subsequent 5-year period. Moreover, the presence of WCD at the UN General Assembly is threatened as the Ministry of Foreign Affairs is withdrawing its financial support to all organisations participating in the official delegation to the General Assembly from 2005. If this decision is not modified, the participation of the WCD in international work will suffer a severe setback, and the official Danish delegation to the UN General Assembly will be without expertise on gender issues. Thus, the statement "NGOs participate in the official Danish delegations to the UN Conferences and meetings" (stated under the heading "NGOs") has to be read with the above in mind and is obviously not in accordance with the future intentions of the Ministry of Foreign Affairs, as such a decision favours wealthy organisations who can cater for themselves.

Article 5. Priorities.

"Gender mainstreaming". From the point of view of WCD much more work has to be done in relation to gender mainstreaming of parliamentary bills. One example could be the maternity and parental leaves, which do not seem to have been scrutinized with regards to gender. Commending the inter-ministerial gender mainstreaming project and the set-up of inter-ministerial working groups on the subject matter, the process unfortunately proves very slow. The report mentions that the working group on gender mainstreaming of budgets will conclude in late 2005 and that "several ministries … are in the process of building capacity to conduct gender equality assessments of new legislation" (last paragraph "gender mainstreaming"). These deadlines alongside the fact that mainstreaming is one of the fundamental measures in the Beijing Platform for Action – written nearly a decade ago – proves the lack of progress in the area of mainstreaming. Being "in the process of building capacity" is not good enough.

"International Cooperation". The new Strategy for Promoting Gender Equality in Danish Development Cooperation has not yet been launched. However, as we have commented on the draft report, our main comments should be mentioned in brief. The WCD fully supports the rights' based approach of the strategy and the areas chosen for intervention. For the strategy to succeed it is of great importance that the ambassadors in the countries of intervention as well as the Ministry of Foreign Affairs are ready to invest the prestige, knowledge and resources in the phase of implementation. Major tasks ahead include development of plans of action; development of guidelines; and establishment of sufficient gender expertise at local level as well as within the Ministry of Foreign Affairs. Of equal importance is that baseline surveys will be conducted in the areas of intervention and that indicators will be developed and integrated into monitoring and evaluation plans, in order for impact to be measured and the Strategy to be revisited and corrected if necessary.

"Targeted integration seen in a gender perspective". On "gender and the labour market", the WCD would like to see the central administration and public sector much more pro-active in the struggle to bring more ethnic minority women into the labour market. The percentage of ethnic minorities working within the Central Administration is low.

"Men and gender equality". To include men in gender equality work can only be welcomed. However, the Minister's wish to give men a better chance of participating in family life seems at odds with the fact that the part of maternity/parental leave exclusively reserved to men was halved (from 2 x 2 weeks till 1 x 2 weeks) at the same time as the overall maternity/paternity leave period was prolonged. The latest data shows that women prolong their leave with app. 1 month and men prolong their leave with app. 1 day.

"Elderly people". Concerning pensions, it should be noted that for some of the older pension schemes the monthly rates paid to women are lower than that paid to men as a consequence of the longer life expectancy of women.

Article 6. Special issues.

"Prostitution". The topic is given very little attention by the Minister for Gender Equality as is evident from the modest number of lines (7) devoted to this topic in the report. From governmental side the topic is almost only dealt with in connection to trafficking in women and thus women prostitutes of foreign nationality. WCD would like to see much more governmental attention to the matter in its own right.

The existence of a circular on the issue of disabled person's use of prostitutes should also be mentioned. The circular does not give any restrictions on what "type" of prostitutes to seek services from, i.e. it could be victims of trafficking, mentally handicapped or heavily stigmatised prostitutes. Furthermore, the circular gives the State the role of a pimp, as it gives staff working with disabled the right to call for and make arrangements with prostitutes and further help with the logistics. The WCD obviously recognises the sexual needs of disabled persons but can in no way support the circular.

The latest research from the most substantial study on the subject matter in Denmark - based on interviews with prostitutes - shows that most of the prostitutes come from lower segments of society with only little education. Debt and economic problems are stated as some of the main reasons for women to enter into prostitution. WCD would like to see these women receiving appropriate support and not be used by the State to cater for the needs of other people, disabled or not.

"Code of conduct in the Ministry of Defence". The subject is dealt with under Article 7, "The Armed Forces.

"Trafficking". The Plan of Action on Trafficking in Women imbedded a number of measures which the WCD argued against.

Firstly, the victims of trafficking are only allocated a 15 days' stay in Denmark before being sent back. This timeframe needs to be prolonged to better cater for the needs of the trafficked women. The low number of trafficked women at the centres can be seen as an indication of the insufficiency of the timeframe. Furthermore, around two thirds of the foreign prostitutes looked up by the police are sent out of the country without being offered the stay of 15 days. Furthermore WCD has never seen documentation showing that the chosen timeframe of 15 days are optimum.

Secondly, the WCD finds it positive that the plan stresses the importance of creating links with the woman's country of origin before she is sent back. The plan mentions that the NGOs in the country of origin must play an important role in receiving and supporting victims of trafficking to ensure that the victims have an alternative to prostitution and do not end up being trafficked again (the Plan, p. 17). However, going through the plan's allocation of resources it becomes evident that no funds are allocated to strengthen the work, capacity or staffing of the receiving organisations in the countries of origin. Hence, the Plan's talk on this issue regrettably comes through merely as a token.

Finally, WCD would like to see even more attention to the prevention of trafficking, amongst others steps to minimize the demand for prostitutes.

Article 7. Political rights and participation

"Local Politics". The statistics on women elected to local municipalities and female mayors are depressing. Even more depressing is the lack of progress. Representation of women in Parliament is rather high at 38%. Unfortunately, this is not reflected in the Prime Minister's choice of female Ministers. As noted in the report, out of the 18 Ministers appointed by the Prime Minister only five were (and still are) women – corresponding to a modest 28%. Thereby the Prime Minister regrettably both surpassed the opportunity to promote gender equality at large and to bring gender equality to the forefront of politics.

"Boards, Commissions and Committees". As the figures suggest, close surveillance regarding gender representation in Public Councils, Boards and Committees has to be secured, so that the previous years' unfortunate development can be halted.

"The Armed Forces". The initiatives of the armed forces following the study of the scope and nature of gender related insulting behaviour seems sound and the WCD would like to commend the Armed Forces' openness on the study and the quick set-up of different initiatives to prevent the behaviour and help the women. For several years WCD has been lobbying for the need to establish strict ethical rules for staff officially representing Denmark abroad (i.e. not only representatives of the Danish Armed Forces) and their relationship to women abroad. Upon the publication of the study, WCD argued that such an ethical set of rules was even more necessary, as it could be feared that the same behaviour documented to take place within the Armed Forces could very well be reflected in an even more severe attitude to women not being colleagues.

Article 9. Citizenship

As stated in the WCD's comments to the fifth periodic report, women who flee their native countries due to gender-based violence or persecution should be ensured the right to asylum in Denmark. The Danish practice of dealing with asylum cases does not ensure sufficient examination of the gender-specific motives for fleeing, and gender-specific guidelines concerning the treatment of asylum cases should be introduced.

Article 10. Access to education.

The education of guides/supervisors on all levels in the educational system needs to be gender mainstreamed.

The WCD commends the detailed documentation on gender in relation to the universities. Regrettably, two figures stand out after reading: women constitute a mere 10% at professorship level, and 52% of committees for appointment of professors, associated professors and assistant professors (1998-2000) consisted exclusively of male members. WCD would like to point at three possible areas for intervention. Firstly, a repetition of the FREJA programme (mentioned p. 32) allocating funds for research projects led by outstanding female researchers. Importance must be paid to embed the project at the university setting at the end of the programme. Secondly, targets and timeframes regarding female occupation of a specified percentage of professorships must be stated in the contract of each university. Thirdly, creation of more professorships in female dominated areas is needed.

Article 11. The Situation in the Labour Market.

"Equal Pay". It is mentioned at the beginning of the chapter that "The Government's effort on equal pay is very complex…". The WCD cannot agree with this! Part of this "complex" strategy is that the work towards equal pay suffered a severe setback - from the WCD's point of view - as Parliament abolished the former Government's newly passed bill regarding gender disaggregated wages statistics. WCD sees no mention of this in the report! The WCD looks upon gender disaggregated wages statistics as one of the main measures in the fight for equal pay, and urges the Government to revoke its decision. In 2001 one area of priority for the Minister for Gender Equality was combating inequalities in wages. As mentioned in the report and unfortunately apparent in the latest research the wage gap is still wide (12-18%) and generally not narrowing. Much more needs to be done in this area.

Again, the report goes on "the Government is very active to make the newest knowledge on equality on the labour market available at conferences, seminars and in reports". The positive effect of gender disaggregated wages statistics has been part of "the latest knowledge" for quite some time. Again WCD would like to see Government walk the talk and thus implements the knowledge distributed at the Government's own "conferences, seminars and in reports".

Having the heavily gender segregated labour market in mind, the counties and municipalities as public employers in sectors heavily dominated by women could do much to raise women's pay. Therefore the WCD recommends the Government, employers, employees and trade unions to take action in accordance with the Beijing Platform for Action in its call to "review, analyse and, where appropriate, reformulate the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings".

"Maternity and parental leave". The subject is dealt with in other articles as well as in the present chapter under "Pensions".

"Women's Pension Entitlements in Denmark". Women face difficulties in reaching the same level of ension payments as men (the report states that the average pension payments of women are app. 5-5% lower than that of men on a similar educational level). Different and well known factors are at work here. These are amongst others; the lack of equal pay is reflected in one's pension savings; women are unemployed more often than men, and as unemployed no funds are paid to one's labour market pension scheme; women take the majority of maternity/parental leave (even though the report states that the newly introduced maternity reform is of marginal significance to women's average position, it must be spelled out that maternity/paternity leave leaves the women worse of than men, as the women take the majority of the leave). Women should not be made victims of the above in old age.

Article 12. Health.

"Violence against Women". The National Action Plan aimed at combating violence against women is indeed a big step forward. However, WCD finds the target of the action plan is too narrow. The focus of the action plan is domestic violence, but from our perspective violence against women includes many sorts of violence, i.e. domestic violence, rape, violence against prostitutes, violence at the work place etc. As a consequence the National Observatory on Violence against Women (an expert group coordinated by WCD) has proposed the Government to develop an action plan on sexualised violence against women.

It is of great importance that the initiatives resulting from the action plan become permanent, which requires allocation of additional funding.

"Legislation". In 2003 the Act on Social Service was amended to ensure that the women's shelters are now mentioned in a separate paragraph. We regret that this paragraph does not include qualitative measures uniform for the shelters.

The offering of assault alarms to women who are victims of violence does not work as intended. There is a need for psychological follow up, and the police ought to inform the women about possibilities for counselling

Recently a new act allowing the domestic abuser to be removed from the home was passed. WCD has supported the idea as we find it ideologically strong and fair to punish the perpetrator and not the victim. Nevertheless the consequences of the act may be worse than nothing due to the fact that it omits the obligatory offering of professional help to the abused woman and the children who stay in the home, nor to the violent man. Today counselling and treatment of violent men are only offered few places and only to men who seek help voluntarily. According to international research the period of separation is the most risky for the woman. Consequently we have expressed our deep concern about the act in its actual form.

"Other initiatives". WCD supports the efforts to highlight the particular problems of disabled women who are exposed to violence. Unfortunately, the women's shelters are not able to live up to modern standards of accessibility for disabled persons, and the above mentioned act on women's shelters does not mention accessibility as a necessity.

With regard to children living in violent families, there is generally too little focus on the children as individuals. Often they are seen as an appendix to the mother.

"*Aliens with a time-limited residence permit who have been subjected to violence by a spouse*".

WCD is deeply concerned about the fact that a large number of foreign women who are exposed to domestic violence are still forced to leave the country. The government report says that in general foreigners who leave their spouses due to abuse are allowed to stay in Denmark. We know, however, that it can be very difficult for foreign women to live up to the criteria to get permission to stay. Criteria 1: *documentation* of the abuse implies that the abused woman knows about the social and health systems in Denmark as well as the authorities' request for documentation. Criteria 2: *connection to Denmark* is very hard to prove for a woman who has lived an isolated life in Denmark, and even children of the marriage do not seem to be sufficient reason to prove connection. Criteria 3: *personal circumstances are particularly burdensome*. This criteria is absurd. It should not be necessary to prove that it is *particularly* burdensome for a battered woman to return to the country of origin. It goes without saying that a battered woman needs help from the country of residence, and if she applies for a time-limited residence permit she has a serious reason to do so.

In conclusion we find that the restrictive Danish practice is more a result of immigration policy than a result of care for women exposed to violence. This is not acceptable.

"Female Genital Mutilation (FGM)". The Danish Government has supported different organisation in the prevention of FGM among ethnic groups (living in Denmark) with tradition for FGM, not only through the Ministry of Social Affairs, but especially through economic support from the Ministry of Integration and the National Board of Health. The economic support has made it possible for the organisations to inform and educate not only these ethnic groups, but also society in general as well as professionals who meet the problem of FGM in their work. Such broad cooperation on preventive measures is of great importance in the efforts to prevent and eradicate this harmful tradition. There has been doubt as to whether the Danish legislation covers the mildest form of FGM "pricking" (where nothing is removed), consequently this needs further investigation.

In our comments on the fifth report, we emphasised the importance of looking into harmful substances in the external environment and their impact on humans. Again, we urge the Government to put more emphasis on studies on chemically produced hormone-like substances and their effects on the fertility of men and women. Regrettably, specific research on the effects on women is paid little attention.

Article 15. Legal Capacity and **Article 16.** Marriage and Family Relations

WCD considers forced marriages a severe violation of human rights. Forced marriages are not legal, and we support the aim of the national action plan: to combat forced marriages. Police efforts to investigate cases of forced marriages should be increased in order to bring cases to the court and punish the perpetrators; likewise, increased support to victims and potential victims is needed.

With regard to arranged marriages, it is important to acknowledge that they are not illegal as far as they are not forced. Arranged marriage is a cultural phenomena which is incompatible with the gender roles and equality norms of modern society. Measures to meet arranged marriages should include awareness rising through information in schools, in families and among social servants. Increased dialogue between the minority and the majority population and increased efforts to integrate minorities at all levels of society, not least the labour market, are necessary.

In order to secure equal rights for all inhabitants in Denmark, WCD has recommended the government to find other measures to meet forced and arranged marriages than the 24 years age limit for family reunion with spouses.

In general we support inclusive strategies aiming at integrating women with ethnic minority background into Danish society. The Danish labour market, including the public labour market, has not proved sufficiently inclusive, resulting in high unemployment rates for women from non-western countries.

Copenhagen, 2004

Ms. Randi Iversen, President, Women's Council in Denmark

COMMENTS OF THE DANISH WOMEN'S SOCIETY ON THE SIXTH PERIODIC REPORT BY THE GOVERNMENT OF DENMARK ON THE IMPLEMENTATION OF THE CEDAW CONVENTION

The Danish Women's Society (DWS) appreciates the opportunity to comment on the Danish Government's Report on the Implementation of the CEDAW Convention. As we find the National Report in general a fair and comprehensive description of the position of women in Denmark and the policies and measures implemented to ensure gender equality, our comments will be limited to the following points.

Article 2: Constitution and Legislation

Since 1991 DWS has worked to make the CEDAW Convention known to the general public as an important tool for equality work. We are therefore pleased that the Government has published a manual on how to use the UN complaint procedures, including the Optional Protocol. Women cannot gain their rights if they have no knowledge of their existence.

Article 3: National Policy

Likewise, DWS would like to commend the Government on its establishment of a new website where reports on the work of local and national institutions for gender equality can be found. This visible and easy access will facilitate the monitoring work of NGOs.

We are also happy to see that the fears we expressed in our comments to the fifth periodic report that women's core issues of concern might be lost in the process of mainstreaming gender equality have been addressed. The Government's two-pronged approach, i.e. gender mainstreaming supplemented by a focus on key action areas requiring specific government attention, is essential.

Article 4: Equality Bodies and Temporary Measures

NGOs

The report acknowledges that the official Danish gender equality work benefits from the fact that these activities are widely realised in close cooperation and dialogue with NGOs and experts in the fields. The Government is to be commended for these efforts to involve NGOs in its work for the advancement of women.

However, as we did in the fifth periodic report, DWS would like to call attention to the fact that the work done by most NGOs in Denmark is done on a volunteer basis. This is work that, although voluntary, must be as professional as possible to have impact. This is becoming increasingly difficult for women's organisations today. Most Danish women are working full-time or more in a combination of labour market and family obligations. They have little time for volunteer work.

In addition, the costs of operating a women's organisation today are increasing. The Government has recently removed support to NGOs for postage costs, for example, and it is nearly impossible to raise funds for international networking such as participation in international conferences.

These considerations are particularly important in light of the fact that many people mistakenly think that women's rights at home and abroad are now won – forever. Experience tells us that continual monitoring of rights won is necessary if we are to maintain them – and not all rights are as yet guaranteed for all women.

Therefore this situation must be acknowledged and appropriate financial assistance provided to women's organisations, not only for specific activities but also for daily administrative costs if we are to continue our efforts to ensure further advancements for women both in Denmark and internationally.

Article 5: Priorities

DWS finds the priorities of the Government for 2000-2004 relevant and important. We have the following comments.

Gender mainstreaming

DWS finds that the work regarding gender mainstreaming at ministerial level is excellent. In particular, we would like to commend the efforts of the Department of Gender Equality to train other ministries and the electronic toolbox of methodologies, good practice examples and relevant literature which will be made available at the Ministry's website.

No mention is made of similar special efforts to train local and regional institutions, but DWS hopes that they will make good use of the electronic toolbox and that the Ministry will keep a watchful eye on developments locally and regionally.

International cooperation

While we agree with the Danish government strategy to promote gender equality in rights, access to and control over resources and access to political and economic influence as fundamental starting points for the advancement of women in Danish development cooperation, we would like to stress the importance of consulting with women's organisations in the countries concerned. The overall sector program support approach used by most donor agencies today, including Danish development assistance, tends to place the development dialogue in the ministerial arena. Unfortunately not all ministries/governments represent the true interests of their women populace. Other viewpoints are essential if women's real concerns are to be addressed.

Youth and gender

DWS is well aware of young people's lack of knowledge regarding the long and difficult process to gain the rights they now enjoy and their lack of awareness of the importance of these rights for their lives. Therefore we are particularly pleased with the work the Government is doing in the area of youth and gender.

Targeted integration

Gender equality as a theme in Danish language teaching for ethnic minorities is a good step forward and the issues used for teaching material mentioned in the report are relevant. DWS would like to suggest that the CEDAW Convention and women's rights should also be a topic for such teaching material. In 1999 DWS held a seminar for teachers of Danish language for immigrant women in Copenhagen on the CEDAW Convention and how it could be used not only as teaching material but also as a tool to improve the situation of immigrant women in Denmark. The teachers found our information kit on the Convention useful and agreed with us that knowing their internationally agreed rights could empower these women.

Men and gender equality

DWS agrees that it is necessary to involve men in gender equality work. Until gender equality is seen as a common issue and a win-win situation for both women and men, the final goal will never be achieved.

Violence against and trafficking in women, elderly people, gender and health

Comments on these issues appear under the relevant sections below.

Article 6: Special Issues

Trafficking and Prostitution

DWS recognises 'The Danish Government's Action Plan to Combat Trafficking in Women', launched December 2002, as an important and necessary step towards securing the rights of trafficked women.

Also the Danish ratification of both the UN Convention against Transnational Organized Crime (The Palermo Convention) and the supplementing Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, September 2003, is from DWS' perspective an important governmental action showing that state bodies intend to follow international UN guidelines in combating trafficking.

In article 3 defining exploitation as 'at a minimum to include the exploitation of the prostitution of others', the UN Protocol to Prevent, Punish and Suppress Trafficking in Persons supports the fact that by far the greatest number of victims of trafficking are women and children trafficked for the purpose of commercial sexual exploitation in brothels, escort services, street prostitution, strip bars, in pornographic movies, pictures etc. Trafficking and prostitution go hand in hand. DWS therefore sees a reduction of the sex industry as a necessary step take if the government is to succeed in combating trafficking in women.

Consequently it is of great concern to DWS that:

- **The Danish sex industry is expanding alarmingly. In the last 15 years the Danish sex industry has had an alarming growth rate from approximately 1,500 persons involved in prostitution in 1999 to approximately 7,000 persons in 2002, whereof approx. 50 percent are foreign women. The tendency in the Danish sex industry is that the percentage of foreign women and children** continues to grow and the total amount of women and children being exploited in prostitution also continues to grow.

- **The demand for prostitution seems to be increasing.** Logically the demand for prostitution increases along with the alarming expansion of the sex industry. A part of the national action plan will be a study on why men buy prostitution. This study will provide more knowledge on the reasons why men exploit women in prostitution but will have only a secondary effect on reducing the demand for prostitution and victims of trafficking, if any at all.
- **The root cause of prostitution and trafficking is not addressed.** The root cause of prostitution and trafficking, the demand side, has not been addressed with preventive measures by the Danish government despite Denmark's ratification of both the UN CEDAW Convention and the Palermo Convention, both stipulating in various forms that the demand for exploitation of the prostitution of others shall be discouraged and suppressed by State Parties. Until today the only initiative that has dealt with the demand side has been a government advertisement campaign in newspapers carried out December 2002 which informed buyers of prostitution that some women in prostitution could be victims of trafficking. But the campaign did not have any preventive goals, e.g. asking buyers of prostitution to reflect on the fact that they cannot avoid exploiting victims of trafficking unless they stop buying prostitution in general.
- **The national plan of action does not include children.** Children trafficked to Denmark for the purpose of commercial sexual exploitation or other forms of exploitation such as theft, which has been described by Save the Children Denmark, therefore have no protection. The existence of child trafficking is ignored by the Government, and the rights of trafficked children are not secured.
- **Implementing police authorities are not trained in counter-trafficking strategies.** The National Police Commissioner's Office has monitored trafficking, initiated police investigations into trafficking cases and participated in international multi-agency work since 2000. However, the implementing police authorities have not been trained in counter-trafficking work, e.g. the intention in the national action plan to combat trafficking, and how to establish a tight collaboration between police authorities, border control, tax authorities, immigration services, social and health care services and NGO's, as international agreements recommend. The consequence of this lack of training and knowledge is that victims cannot be sure of being identified as such by the police - a necessity if they are to be offered the protection and support measures set up in the national action plan. Some victims are deported without any kind of social or health care support and without any information about rehabilitation measures provided for victims of trafficking in their countries of origin. The intention to provide a rights-based approach in the action plan thus becomes haphazard, ensuring only some victims their rights, not all.
- **Victims of trafficking are deported after maximum 15 days.** Despite recommen-dations from the UN and EU, Denmark has chosen to deport victims of trafficking back to their countries of origin after maximum 15 days. In special individual cases further extension can be sought. The tight immigration policy and short term permissions to stay in Denmark thwart women's opportunities to recover from violence and exploitation, to provide police with information on traffickers, and to create solid plans for rehabilitation in their countries of origin before

deportation. In a worst case scenario the traffickers will pick up a victim when she puts her foot on local soil and re-traffic her somewhere else for further exploitation.

- **No financial support is donated for rehabilitation in the sending countries.** A project by the Ministry of Social Affairs to set up a rehabilitation project in Latvia for repatriated victims of trafficking was closed before even starting out in 2001 in connection with a change of government in Denmark. The short-term permission to stay in Denmark for victims of trafficking makes it even more important to provide financial support for sending countries to build up solid repatriation measures. 30 million DKK has been allocated for the activities in the national plan of action during 2002-2006. None of these funds are allocated for activities in sending countries.
- **Support systems for Danish women in prostitution are almost non-existent.** Counselling and social support for Danish women in prostitution are next to none as one out of the two existing counselling projects has been closed down this year, leaving local women in a very vulnerable situation.

Article 7. Political Rights and Participation

Boards, Commissions and Committees

DWS welcomes all initiatives to promote more women becoming active in local politics.

Unfortunately, this focus has not been included in the comprehensive Structural Reform "The New Denmark", which the Government has recently passed in Parliament with a slim majority.

The Structural Reform dismantles 14 counties into five regions, with fewer departments. Local municipalities will be reduced from 271 to approximately 120 and thus increase in size. It remains to be seen if this political reform – the most thorough reform in over 30 years – will have any influence on the efforts to attract more women candidates to run for office. Statistics indicate that large municipalities have until now had more women elected, but these municipalities are typically centred in cities with more educated citizens and better transportation. Smaller municipalities are typically rural. With greater distances, transportation may be a problem.

A committee was appointed by the Minister for Internal Affairs and Public Health with the mandate to analyse models for a structural reform, the so-called 'Structural Reform Commission'. Thirteen men and one woman (from the Financial Department) were appointed. When a member of parliament questioned the distribution of gender in the appointments of new councils and commissions since the recent Government was seated in 2002 (Spm. nr. S 1676 2003), it was found that the Internal Affairs Department had simply forgotten to consult the Law for Gender Equality and thus to notify the Minister for Gender Equality. The Minister decided that is was too late to change the appointments.

Gender mainstreaming

Gender mainstreaming was not included in the Structural Reform Commission's terms of reference. In the resulting 1600 page report gender and gender equality are not considered at all. Only a small hint is given about the typical elected politician in counties and municipalities being male, married, middle aged etc. Likewise, the Government's proposal for a Structural Reform 'The New Denmark' has no trace of mainstreaming.

The Danish Law for Gender Equality allows personal complaints about gender discrimination to be brought to the Gender Equality Board, but there is apparently no access for complaints about public institutions or the Government when the laws are transgressed, nor are there any sanctions except the Minister for Gender Equality's right to question the distribution of gender in boards, commissions etc. Since the Minister will always be a member of the Government, DWS finds that this is not a good protection of gender equality if the Government itself chooses to ignore the law.

Ignoring the principle of gender mainstreaming has particularly serious consequences for the Structural Reform. All citizens in Denmark depend on the services of the Danish welfare society - day care, education, health and care for the elderly, not to mention all the citizens with disabilities or special needs, but women in particular because they still hold most responsibility for domestic affairs and the well being of the family. A recent report, ordered by the Department for Gender Equality, has shown that men and women use the public health systems differently and suggests that these findings be taken into account. Choice of education and occupation are also often strongly gender distributed, and women are a majority among the elderly.

In addition, most public employees are women, 76% in the counties (98,863 in 2003) and 78% in the municipalities (228,256 in 2003). In the health sector the figure is 95%. It is these women who are literally in touch with the majority of Danish citizens every day. They have not been consulted regarding their experience, suggestions or conditions, only their unions, and very late in the process.

Women in leadership

The number of women executive leaders does not reflect the gender distribution of public employees described above, with only 24% women leaders in the counties and 14% in the municipalities. It remains to be seen how the reform will influence this.

The municipalities, counties and the Financial Department have created a Forum for Public Governance http://www.publicgovernance.dk/index.php?menusub=20&siteid=20 (English version) where gender, gender equality and mainstreaming are not considered. There are apparently no connections with the Gender Equality Department and their long-term focus on attracting more women into executive positions and taking more responsibility. DWS feels that this is an area which the Government should monitor carefully.

In the final debate about the Reform, the Minister of Labour gave promoting privatisation of public services as the main reason for the need of a structural reform. This was not considered by the Structural Reform Commission or in the Government's plan for "The New Denmark". DWS is concerned that turning citizens into consumers of services can change the working conditions for the employees and the whole idea of the welfare society as a shared benefit for all citizens and society at large in solidarity.

The role of the media

The media have shown no interest in the gender perspectives of the Structural Reform and letters to the editors are rejected with the excuse that more important matters have higher priority or that the public has no interest in this subject. One newspaper gav[illegible]n after some negotiation but carefully edited out any reference to mainstreaming, CEDAW or the Beijing Platform for Action and labelled the letter "gender fight", which was not the subject.

The media mostly show interest in gender issues when they can fit the moulds and models of controversy, conflict and (personal) confrontation. No media covered the CEDAW-conference held in Denmark by DWS in November 2001, and no Danish politicians attended. With no interest from the media, politicians make other priorities. Only a few political parties have made a plan for gender politics, and only one makes any reference to CEDAW or any other international level of gender politics. One party has had an active European Union MP who has been actively engaged in gender politics, but the Danish media are generally uninformed about these issues. As a result, the Danish population seem to believe that we are still the leading country concerning gender equality in the world and only minor adjustments are required, the rest being a matter of personal preferences and free choice.

This has serious consequences for the general debate about gender and gender equality. Several successful female politicians, for example, have eagerly ensured the public that they are not feminists. In August 2003 the Minister for Gender Equality tried to trigger a broader discussion about gender equality in a newspaper feature with the heading "Self-perpetuating Howling Choir", claiming that Danish debates about gender are dominated by a little group of 50-year-old academic women who have said the same things all of her life and stating that she wants the debate about gender equality back to the people on the factory floor. No references to CEDAW, the Beijing Platform for Action or EU were made, and gender politics in the other Nordic countries were directly targeted as something negative. Gender and gender equality is almost entirely presented as a matter of personal choices. Who says it is more interesting to hang around in the office compared to being together with the kids and vacuum cleaning the floor? Even it means less money earned and less pension, as the Minister for Gender Equality directly asks in the feature.

Provocation can trigger interesting debates, but DWS has its doubts in this case. It is not realistic to ground gender politics solely on initiatives stemming from debates in the workplace or in families. Facts, principles and perspectives must feed debates. Gender and gender equality are influenced by conditions and structures beyond the individual level.

The Minister for Gender Equality is very well prepared when a new issue or campaign is launched, and her staff work very hard and efficiently. However, better information to the political parties and the media about the general framework for gender politics, such as CEDAW, the Beijing Platform for Action, relevant EU declarations, and other international obligations Denmark adheres to concerning gender equality, is needed. At present the public gets the impression that all initiatives come from the Minister of Gender Equality alone.

Article 10: Access to education

On the whole, girls and boys, women and men enjoy equal rights to and equal opportunities in education in Denmark. Nowadays women are just as well educated as men, perhaps even better. However, the education system is still highly gender segregated. Women are in the majority in pedagogical and health educations whereas men tend to choose their education in technology and science. There is very little political focus on this although it has consequences (economic, welfare etc.) for both women and men when they enter the labour market. It remains to be seen whether the

reform of the upper secondary education system in 2003 will actually have the desired effect of attracting more girls and women to educations in science and technology.

DWS is pleased to note that the Government's report has dedicated quite a few pages to a description of the position of women in research institutions. We recognize that progress has been made for women in this area, but as appears from the data in the Government's report, there is still a long way to go, particularly when it comes to the number of female professors. Therefore we are convinced that a certain amount of pressure must continue to be put on the universities and other institutions of higher education to improve their strategies in this area. Equally, we find that the Government should monitor the project on workplace appraisal of the psychological working environment of researchers from a gender perspective.

Article 11: The Situation in the Labour Market

Working hours

Further to the Government's description of women and men's average working hours, DWS must remark that women in Denmark are still the primary care persons in regard to the family.

Statistics

DWS thinks that Denmark needs more gender disaggregated statistics to compare women's and men's pay.

Parental leave

DWS wants a change in the parental leave scheme. Our suggestion is 3 months designated for the mother, 3 months for the mother or the father according to the parents' own choice, and 3 months for the father.

Part-time work

DWS is of the opinion that part-time work is not by free choice but is related to the labour market situation for university graduates. In Denmark the unemployment rate for this group is very high, especially for the younger graduates.

Article 12: Health

Abortion

DWS would like to emphasize that considering motherhood as a societal function must not result in a narrowing of women's personal freedom. While both the action plan on abortion and other health promotion programmes are woman-specific, they often involve voluntary compulsion as if it is the embryo's/child's interests which are looked after and not the woman's.

DWS finds that every pregnant woman should make her own private, personal decisions about terminating early pregnancy. A woman's right to choose abortion must be accepted as the last resort it is by definition. There is no alternative to abortion and no research has documented that Danish women fail to show great responsibility in their use of the statutory right to abortion.

Fertility

With regard to fertility treatment, DWS, as also mentioned in the 1996 and 2000 reports to CEDAW, is opposed to the splitting up of motherhood which has become a possibility with new technology (i.e. the genetic mother who donates the egg, the biological mother who bears the child and the social mother who raises the child). As the consequences of artificial fertilization are totally unclear DWS wishes the following to be prohibited:

- fertilization of human eggs in laboratories for the purpose of basic research
- freezing of unfertilized human eggs
- unrestricted donation of unfertilized eggs

These measures, if allowed, will not contribute to protecting women's personal freedom, nor will they strengthen equality between the two sexes.

Denmark has signed the Convention on Human Rights and Biomedicine in the European Council. This Convention sets down general guidelines regarding how doctors should deal with donated eggs, with embryos and with further development of the method of treatment. Nothing at all is said about either pregnant nor birth giving women themselves although the convention affirms the primacy of the human being over the sole interest of science or society. Fertility is looked upon as an abstract phenomenon, and that is why it is necessary to keep a watchful eye on developments in fertility treatment as well as in basic research.

Maternal care

In recent years the maternity wards of many small provincial hospitals have been closed. The fact that maternity centers and midwifery skills as well as obstetric expertise are disappearing from local communities is a great disadvantage for women who now often have lengthy transport distances when the birth has started. In Denmark there is a statutory right to choose the option of homebirth, but it is not followed up with information about this possibility by general practitioners and it is often very difficult to make midwives do house calls. If it is to be a genuine option, this right must be accompanied by information.

Violence against women

Denmark has profited by cooperation in the UN and EU which has contributed to putting violence against women on the agenda and consequently the Danish state initiating "The Government's Action Plan for Combating Violence against Women" in 2002, now being implemented.

A substantial new formulation in the Action Plan is that violence against women is now officially categorized as a criminal act and there is at last a focus on violence against women not as single incidents but as a progressive process of continual and omnipresent psychological violence with physical violence accelerating over time. This realization is necessary if one hopes, to the greatest extent possible, to combat violence against women and children and provide them with the necessary protection.

In the Action Plan violence against women is described as a phenomenon which takes place at family level, but DWS finds that it fails to include the existing inequality in power between men and women and the general values which support men's power advantage. This means that the perspective in the Action Plan is one of efforts to combat violence at the individual and family level whereas the structures which create violence in gender relations are not changed.

DWS acknowledges that the Action Plan has set good initiatives in motion. For example, the government wishes to improve professionals' efforts for women victims of violence - a lengthy process requiring training, interdisciplinary cooperation and development of concrete personal skills. For this purpose a number of meetings have been held all over the country and a pilot project in 5 counties has been established. A "toolbox" which can provide specific tools for the work has also been developed. These initiatives have been funded by the state. How this brief but comprehensive in-service training will be continued has not been decided, however. DWS feels that continued training is essential if the Action Plan is to lead to changes in the offers available for women victims of violence and their children.

While the nationwide media campaign in newspapers, TV, posters in train stations, etc. was an excellent initiative, DWS feels that it was implemented over such a short period that many did not manage to get the message "Stop violence against women. Break the silence." We would recommend that the campaign be repeated and for a longer period of time.

With regard to violent men, efforts are characterized by a doubleness which on the one hand consists of professionals being encouraged to call violence against women by its correct name when dealing with violent men and on the other hand treatment offers to violent men consisting of a psycho-social treatment with talk about what the man wishes as "the good life". In other countries, for example Norway, the necessity of the violent man acknowledging his use of violence is emphasized as being the basis for treatment. In addition, DWS finds it necessary to investigate the reasons violent men can have for entering into a treatment process.

In general, the Government is attempting to emphasize that violence is an illegitimate and unacceptable action. However, at the individual level a psychological approach to the reasons for violent action is used and the inequality of power in gender relations is kept invisible and taboo. Thus the government is in contradiction with its own wish to break the social taboo regarding violence against women. To achieve that, the privacy of the family and the social inequality between men and women must be debated and changed.

DWS applauds the fact that the Government's Action Plan includes in-service training for professionals. However, in basic education at all levels, from primary school to university, Denmark lacks focus on gender and the injustices women and children are subject to in the private sphere. Research in this area is sporadic and characterized by survey and description. DWS must recommend that gender violence be prioritized when allocating research funds so that quality research which can provide answers to many questions and problems can be initiated.

Aliens with a time-limited residence permit who have been subjected to violence by a spouse

The small number of foreign women obtaining a residence permit on the ground of violence (86) seen in relation to the total number of applicants (275) from 1998 to 2003 reflects the difficulties battered women with a time-limited residence permit face when leaving a batterer.

The barriers are two-fold: 1) foreign women's lack of knowledge of the administrative practice of the law, and 2) rigidity in the application of the Danish Aliens Act in these cases.

Since battered foreign women as a rule are kept in isolation in their homes with no access to society at large, they do not know that a medical certificate stating the abuse they have been subjected to is the most essential document when applying for a residence permit. Although other documents, such as police reports, reports from women's shelters etc., may be important, too, they are not sufficient. In addition, the women very seldom have any connection to Denmark other than the spouse.

Under these circumstances, it is clear why so few of the applicants succeed in avoiding revocation of their residence permit, i.e. less than one third. Furthermore, although the Aliens Act makes it possible to take into consideration whether a divorced woman, expelled from the country, will suffer injury or harm in her country of origin by her family, this rule is hardly ever applied to battered women.

Article 15: Legal Capacity

Arranged marriages, marriages contracted forcibly or under pressure and 24 year age limit for spousal reunification

DWS finds that the Danish Government's legislation regarding arranged marriages, marriages contracted forcibly or under pressure and the 24 year age limit for spousal reunification necessary and beneficial.

This legislation ensures a change in an out of date marriage tradition that limits the individual's freedom to choose a marriage partner, something which is highly valued in a well developed democracy.

Not only is this marriage tradition in itself out of date in relation to modern democratic principles, but also the way in which the marriage agreement is made has changed markedly in recent times, giving further impetus to efforts for improvement . For example, there is very limited time to find a candidate for marriage because most arranged marriages now take place during a holiday stay of only a couple of weeks in the home country.

Often the need to marry off ethnic minority youths arises because the parents become insecure when the young people show signs of falling in love, girls develop womanly forms, other teenage problems crop up, or when they are to have more responsibility as a family. The young avoid pressure from their surroundings by marrying at an early age, and parents avoid pressure from their acquaintances to marry off their children by following the custom. The 24 year rule means that these families will have to find other solutions than marriage.

DWS's experience from a series of lectures we have held on the subject for ethnic minority parents and youth is that they are seldom able to acknowledge the problem at first. It is only through concrete stories that the problem, its extent and the necessity of the legislation are recognized.

DANISH WOMEN'S SOCIETY July 2004

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ALMANNA- OG HEILSUMÁLARÁÐIÐ

CEDAW Convention and the Faroese Authorities

Introduction

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was ratified by Denmark and entered into force on 21 May 1983. The Convention was ratified without a reservation extending to the Faroes.

Pursuant to a Parliamentary Resolution dated 31 March 1987, the Parliament of the Faroes endorsed the entry into force of the Convention in the Faroes. The human rights expressed in the Convention, therefore, have been applicable to the Faroes for some years.

This is the first report on what the Faroese governmental authorities are doing to implement the CEDAW convention.

I

Article 1

Faroese legislation contains no formal impediment to gender equality. Legislation does not distinguish between women and men, but ensures that all citizens of the Faroes are assured the same rights without regard to gender.

Women and men have the same rights and the same responsibilities in all areas of society.

Article 2

The Home Rule Act of 1948, that governs the relations between the Faroes and Denmark, contains no provision that specifically refers to gender equality.

The Faroese Parliament passed a law governing gender equality in 1994 (Parliamentary Act No. 52 dated 3 May 1994 on Gender Equality, see attached document no. I). The principal purpose of the law was to eliminate all forms of discrimination based on gender.

The legislation stipulates that the Gender Equality Commission may 1) invoke its prosecutorial powers to investigate a case of alleged violation of protected rights; 2) may recommend that those whose rights have been violated seek legal redress for compensation; and 3) may bring a civil action alleging activities or practices inconsistent with the intent of the law (§ 12).

Article 3

Current legislation regarding gender equality encompasses these areas:

- **Employment practices, etc.,** wherein, inter alia, an employer is not permitted to differentiate or discriminate among its employees on the basis of gender and an employer shall offer both women and men equal pay for equal work.
- **Parental leave,** wherein all employees have the right to be absent from work in connection with pregnancy, child-birth and post-partum, pursuant to current law and / or agreements between the respective union/person and the employer.
- **Education materials,** wherein materials for the education and training of children shall be consistent with the intent of the law.
- **Commissions and councils,** wherein all governmental commissions, committees, councils, representatives, and the like that are appointed by a governmental authority or institution shall be constituted in such a manner that essentially an equal number of both genders are represented.
- **Gender Equality Commission,** wherein the Gender Equality Commission shall have oversight powers to ensure compliance with the Gender Equality Act and the Gender Equality Commission shall serve in the capacity of advisor and counsel with regard to issues of gender equality for governmental authorities, institutions, organizations and individuals.

Promoting Gender Equality

The Senior Advisor responsible for gender equality in the Faroese Ministry of Health and Social Affairs and the Chairwoman of the Gender Equality Commission have met with representatives from the Office of the Faroese Prime Minister and the Faroese Ministry of Interior to discuss, inter alia, issues of Gender Mainstreaming.

Work is underway to ensure that Gender Mainstreaming is addressed in the drafting of laws and in the operational activities of the central government administration as a whole.

Work has also focused on encouraging more women to enter political life. For the 2002 parliamentary election, the Gender Equality Commission took a leading role in arranging a forum to encourage women to enter politics. The forum was successful in many ways: the number of women who were elected corresponds proportionately to the number of women represented on the ballot. To encourage more women to enter politics is one of the highest priorities for the minister responsible for gender equality issues.

The Gender Equality Commission shall hold a conference on gender equality in May 2004. The conference shall concentrate on four subject areas:

- **Tenth Anniversary of the Gender Equality Act.** How far have we come and what remains to be done?
- **Labor Market.** Possibilities for progressive action upon which organizations could focus specifically in order to advance gender equality.

- **Future courses of action.**
- **Customs and Traditional Norms.** What challenges are presented for gender equality because of current attitudes of both men and women. How do current attitudes of both men and women impact the advancement of gender equality.

The Faroese Ministry of Health and Social Affairs will provide financial backing for the conference and the minister responsible for gender equality issues will open the conference.

In March 2003, the minister responsible for gender equality issues provided financial support for a research conference on the social conditions in the Faroes that reviewed available data and statistical information. Gender equality and social welfare issues were discussed as well at the conference.

Article 4

To promote gender specific rights does not run counter to the current law on gender equality, when the goal of these specific rights is to ensure attainment of the intent of the law.

When women become pregnant, they have the right to parental leave from their employment four weeks before the expected due date and 24 weeks after delivery at full wages and benefits.

Article 5

The overarching goal of the current sitting Commission is to strive for a shift in attitude so that the Faroese may demonstrate in practice that women and men have the right to the same possibilities in Faroese society. One way by which to achieve this goal is to arrange for public forums where issues regarding gender equality can be presented and discussed.

In addition, the Gender Equality Commission is arranging for the publication of teaching materials and the review of gender equality ideals within existing teaching materials.

Article 6

Trafficking of Women

Because of the limited population (around 48,000 residents) and because the community is so small, it was believed that it would be difficult to engage in the trafficking of women or prostitution without the authorities becoming aware.

In January 2004, it was revealed in the newspapers that it was possible for Faroese men to come into contact with foreign women. Women's organizations and women members of the Faroese Parliament noted that these reports could very well relate to the trafficking of women. The Faroese authorities are watching this situation very closely and the intent is to initiate the necessary steps to amend legislation to specifically render the trafficking of women illegal in the Faroes.

The Faroese Minister of Interior is engaged at present with assuring that the United Nations Convention against Transnational Organized Crime and its Protocols will enter into force in the Faroes. The purpose of the UN Convention and especially the Protocol against the Trafficking in Persons, which the Danish government ratified on 30 September 2003 and which entered into force for the territory of Denmark in November 2003, is to prevent through international cooperation the cross-border sale of women and children. The Faroese Minister of Interior intends to submit this convention before the Faroese Parliament for endorsement.

Abuse of Women

The Crisis Center in Tórshavn, the capital of the Faroes, was established in 1988. The Crisis Center offers women, who have suffered abuse, shelter and social, legal and psychological help and guidance. The Crisis Center has two accomplished, full-time employees. One staff member is especially responsible for the children that accompany the women who come to the Crisis Center.

In 2002, the Crisis Center processed 468 requests for assistance. Seventeen women stayed at the Crisis Center for a total of 576 days and 22 children were cared for as well for a total of 811 days in 2002. The reasons for referral included domestic violence, divorce, financial difficulties, incest and rape.

The major portion of the activities of the Crisis Center are funded by the government. The women as well pay to stay at the Crisis Center.

Male victims of violence have no shelter at their disposal.

In 2001, a cooperative research program on women and violence was established by Iceland, Greenland and the Faroes. The aim of the research program was to analyze the extent of violence, especially domestic violence, in the three countries. The results of the research program have yet to be published.

II

Article 7

Women and men have the same political rights. Both women and men have the same right to vote and may be elected to the municipal councils, the Faroese Parliament, the government executive and the Danish Parliament, which has two representatives from the Faroes. Nevertheless, women are the minority in those political arenas where public policy decisions are made.

Below is an overview of the membership in the municipal councils, the Faroese Parliament and the government executive.

Municipal Councils

Municipal Elections 2001	Total	Women	Women by %
Municipal Council Members	181	44	24,3%
Mayors	48	7	14,6%
Deputy Mayors	43	10	23,3%

In 2001, there were a total of 48 municipalities in the Faroes.

Faroese Parliament

Faroese Parliamentary Elections	Total	Women	Women by %
2004	32	3	9,4%
2002	32	4	12,5%
1998	32	4	12,5%

Generally, parliamentary elections are held every four years. On occasion, the prime minister calls for new elections and such was the case in 2004.

In should be noted that the majority of the women in parliament were elected from Southern Streymoy, which is the region where the capital is located and it is the largest electoral district in the country. There are seven electoral districts in the Faroes.

The Faroese Government Executive

The Faroese Executive	Total	Women	Women by %
2004	7	0	0%
2002	9	1	11%
1998	8	1	13%

Management of the Central Government Executive Administration

There are currently a total of seven ministries in the Faroes. In two of the ministries, women serve as the senior administrator or permanent secretary, which is equal to 28.6% of the total.

Management of Ministerial Agencies and Institutions

There are a total of 57 governmental agencies or institutions. In eight of the institutions, women serve as the senior administrator, which is equal to 14% of the total.

Governmental Commissions and Councils

The Gender Equality Act stipulates that the number of women and men serving on public commissions and councils shall be equal. Since the law entered into effect, the Gender Equality Commission has worked diligently to ensure that the distribution of women and men on these public councils is in accordance with the provisions set forth in the law.

In 2000, there were 284 men and 112 women serving on public commissions and councils. This is equal to 72% men and 28% women. In 2003, there were 253 men and 164 women serving on public commissions and councils. The is equal to 61% men and 39% women.

Women and men are not equally represented in accordance with the law in the councils or committees under especially the Ministries of Fisheries, Petroleum and Industry. The Minister responsible for gender equality has notified the respective political authorities to take the necessary steps to ensure compliance with the provisions of the law regarding appointments to public commissions and councils.

Article 8

Women have the same right as men to represent the Faroes internationally.

Denmark serves as the principal representative of the Faroes in international affairs. There is a foreign relations department within the Office of the Faroese Prime Minister. In this department, there are five individuals with advanced degrees and of these two are women, for a total of 40%.

The Faroes maintain missions in Copenhagen, Brussels and in London, all of which are headed by men.

Article 9

Rights of citizenship is an area that is controlled by Denmark. Therefore, one is directed to what is contained in the Danish report on this question.

III

Article 10

In the Faroes, girls, boys, women and men have the same rights and the same access to all schools and educational opportunities in all subject areas.

Gender equality is not directly stated in current legislation concerning education. The current law on gender equality addresses education and stipulates that the educational and training materials for children shall conform to the intent of the law and all materials shall be developed so that both genders have an equal opportunity to choose gender appropriate material from among the various education materials provided by the government educational materials department.

Elementary School

Compulsory, elementary-level education for a total of nine years is provided for both girls and boys. Gender equality is not addressed in the law on elementary education (Parliamentary Act No. 125, dated 20 June 1997). In § 2, paragraph 3, it states that the training and daily activities of elementary school should be grounded, inter alia, on the principles of equality and human rights.

There shall be no discrimination based on gender in education. Both girls and boys have access to sports, home economics, handicrafts and industrial arts classes in elementary school. The law on elementary education also stipulates that elementary schools shall provide health and sexual education classes.

Trade Schools and Baccalaureate Education

Both genders have the same access to the trade schools and the high school or baccalaureate education opportunities available in the Faroes. In 2002, a total of 1674 students were enrolled in either the trade schools or the baccalaureate programs. Of these, 67% were women.

More women than men attend the trade schools and the baccalaureate programs, with the exception of the technical and nautical schools. In 2002, 78% of the students who graduated from these programs were men.

Higher Education

Generally, students leave the country to obtain higher education. There are currently no statistics on how many young people choose higher education opportunities outside of the Faroes, therefore, there are no data on the number of women and men who receive education outside of the Faroes.

In the Faroes, the following institutions provide higher education:

- Business Schools
- Nautical School
- Machinist Engineering School
- Faroese Teacher Training College
- Faroese School of Nursing
- University of the Faroes

Of the 257 students who graduated from the business schools in 2002, 32.3% were women. Those that take this education often have full-time employment as well. Classes therefore are also held in the evenings and on weekends.

There were no women among the 53 who graduated from the Nautical School in 2002. There were no women among the 38 who graduated from the Machinist Engineering School in 2002.

Of the 48 who graduated in 2002 as elementary teachers and pre-school teachers from the Faroese Teacher Training College, 66.7% were women.

Of the 15 who graduated in 2002 as nurses, 100% were women.

In 2002, 32 graduated from the University of the Faroes. Of these, 50% were women. There is a difference grounded in gender based on which discipline was pursued. Of the 19 students who graduated with a degree in the natural sciences in 2002, 26.3% were women. Of the 10 students who graduated from the Department of Faroese Language, 90% were women.

Adult Education Programs and Middle School

In the larger municipalities in the Faroes, both women and men have the possibility to attend free-time evening and continuing-education classes. In 2002, 69.1% of the 6,606 enrolled in evening continuing education classes and middle schools were women.

Article 11

Women and men have the same right and access to all types of employment.

Wages and Unemployment

Of the total wages paid in 2002, 33% was paid to women. Wage distribution has changed but little since 1998.

Average income for Faroese women in 2002 was 145,000 DKK, while the average income for Faroese men in 2002 was 250,000 DKK. One reason for the difference in wages for women and men is that there are more men than women in the age group 16 to 66 years. Women as well work comparatively fewer hours.

Unemployment in the Faroes in December 2002 was 1.8%. Of those who were registered with the Faroese Unemployment Office in December 2002, 61.7% were women.

Parental Leave Grant Scheme

The Parental Leave Grant scheme was established by an act of Faroese Parliament in April 2001 (Parliamentary Act No. 48 dated 3 April 2001). This law has major significance for the working conditions of women, because the law gives women the possibility to remain home with their children at full pay, or parental grant, four weeks prior to delivery and for 24 weeks after delivery. After week 14, the parents of a child may choose that the father remains home with the child for 10 weeks and receive the parental grant. Only one parent may remain home at a time.

Fathers have the right to receive the parental grant for two weeks during the first 14 weeks after delivery. The highest monthly amount that may be disbursed is 35,000 DKK.

Either of the parents have the right to remain home with the child after delivery for a total of 52 weeks, but the parental grant is only available for 24 weeks, in addition to the two weeks granted to the father.

The national treasury bears the expense of this parental fund scheme. To partially fund the parental grant, a fee is assessed on all individuals in the age group 16 to 66 years of age and business entities who either receive or pay A-Income wages. The fee is 0,25% of A-income paid or received per month.

Competency Development for Women

Specific programs have been arranged to strengthen the competency of women in the labor market. For example, the continuing education program of the Faroese Business School and the Faroes Trade

Council conducted classes specifically designed for women who were interested in establishing their own businesses or who had their own businesses.

Article 12

Population Statistics

In the period from 1996 to 2000, there were a total of 47.704 inhabitants in the Faroes. A total of 48,1% were women.

In the period from 1996 to 2000, the average life expectancy of Faroese men was 75.2 years and 81.4 years for women. In the period from 1991 to 1995, the average life expectancy of Faroese men was 73.3 years and 80.3 years for women. In 2002, the birth rate was 2.54.

Health Care System

The national Faroese health care system, including the services of the municipal physicians and the hospitals, is provided free of charge for all citizens and legal residents. There are three hospitals in the Faroes with a total of 290 beds.

Women are provided regular pap smear screening free of charge in an effort to prevent uterine cancer.

There were no reported cases of AIDS in 2002.

Altogether 48 individuals sought permission to be sterilized in 2002. Of these, 31 were women, or 64.6%.

Pregnancy

When women become pregnant, they have the option to visit their municipal doctor and the midwife six to eight times or more as needed. These visits are provided free of charge. During these visits, the health of the mother and child is monitored. Moreover, women receive appropriate advice regarding, for example, nutrition and exercise.

Most women in the Faroes give birth in a hospital. In 2001, 99,4% of all new-borns were born in a hospital. The women remain in the hospital for around five days after having given birth, or as needed. It is also possible to choose to deliver at home. A midwife comes to the home of a woman who shall deliver. This service is provided free of charge by the national health system.

Termination of Pregnancy

Current Faroese legislation on abortion dates from 1959. If an abortion is deemed necessary to avoid endangering the life or health of the mother and such a determination has a medical foundation related to disease or illness, the hospital medical director may approve the procedure. In other circumstances, if a woman desires to terminate her pregnancy, such a decision is made in consultation with the authorized physician who shall perform the procedure and one other authorized physician. Abortion procedures may only take place in a hospital.

A total of 48 abortions were performed in 2002.

Article 13

Women and men have the same social and economic rights. Women and men have the same access to sports and free-time activities and to cultural activities.

Article 14

Women and men living in the villages and on the outlying islands have the same rights as all other Faroese. However, there is great difference in the living conditions between the outlying islands and the more central areas of the country.

In April 2000, the Faroese prime minister established a committee to investigate and evaluate the conditions on the outlying islands so that the political authorities would have a baseline foundation upon which to determine questions regarding how the outlying islands and small areas could be preserved in the future. The report was completed in April 2001 and presents the circumstances of the inhabitants of the outlying islands as a whole without making any specific comment about the condition of women on these islands.

Article 15

Women and men are equal before the law. Women and men have the same right of access to the judicial system. Women and men have the same rights to hold property and women and men receive equal treatment before the courts.

Article 16

Women and men have the same right to enter into marriage, to select a spouse and to seek divorce.

In the Faroes, joint custody is not permitted, and it is often the mother who is awarded custody upon divorce.

Women and men have the same rights to choose their last name and their occupation.

Women and men must be 18 years of age before they are permitted to marry. If a person is under the age of 18, the Danish High Commissioner resident in the Faroes must grant permission that either the man or the woman may marry.

Annex 1: Faroese Parliamentary Act No. 52 on Gender Equality of 3 May 1994

Chapter 1

Purpose

§ 1. The purpose of this Act is to eliminate all forms of gender discrimination.

1. **It shall not be deemed contrary to the intent of this Act that one gender is assured certain rights, if the granting of said rights further the intent of this Act.**
2. **Men and women shall be afforded the same opportunities for education, employment, occupational and cultural development.**

Chapter 2

Paramount Principle

§ 2. It is not permitted, either directly or indirectly, to discriminate on the basis of gender.

Employment

§ 3. An employer is not permitted to discriminate or differentiate among its employees on the basis of gender. Said discrimination is forbidden regarding, but not limited to, employment, termination, evaluation, wage level, transfers, promotion, leave of absence, working conditions and privileges.

1. An employer is not permitted to advertise for an employment vacancy that in any way gives the impression one gender is preferred over the other, unless the vacancy is of necessity gender specific. Neither is it permitted for educational institutions to seek students wherein one gender is preferred over the other. In very special circumstances, the Gender Equality Commission may grant an exception.

2. In the event that an employee is dismissed or is otherwise treated unfairly, because the employee has demanded the rights stipulated in paragraph 1 above, the employee may be entitled to compensation that shall not be greater than an amount equal to the employee's wages for twenty (20) weeks. Said compensation shall be determined based on seniority and other relevant facts and circumstances.

Wage Equality

§ 4. Employers shall offer women and men the same wage and benefits for the same work. This shall also apply for work deemed to have the same relative worth or value.

1. An employee who does not receive wages or benefits pursuant to paragraph 1 above shall be paid the difference and / or shall be afforded the same benefits.

2. In the event that an employee is dismissed or is otherwise treated unfairly because the employee has demanded the wage differential or other benefits pursuant to paragraph 1 above, the employer shall disburse to the employee compensation that shall not be greater than an amount equal to the employee's wages for twenty (20) weeks. Said compensation shall be determined based on seniority and other relevant facts and circumstances.

Equal Occupational and Development Opportunities

§ 5. An employer that employs both women and men shall afford each equal opportunity for, e.g., education, continuing education, additional training, or to attend courses or to

otherwise participate in activities that afford employees increased occupational development and capacity.

1. In the event that an employee is dismissed or is otherwise unfairly treated, because the employee has demanded rights pursuant to paragraph 1 above, the employer shall provide compensation in accordance with the stipulations in § 4, paragraph 3.

Chapter 3

Family Leave

§ 6. An employee has the right to be away from work in connection with pregnancy, childbirth and post-partum pursuant to current law and / or agreement between the relevant union / person and the employer.

1. The same rules are in effect in connection with adoption.

2. The employee that has exercised said rights pursuant to paragraph 1 and 2 above shall not loose any seniority or pension.

3. In the event that an employee is dismissed or is otherwise treated unfairly relative to paragraphs 1 and 2 above, the employer shall provide compensation that shall not be greater than an amount equal to the employee's wages for fifty (50) weeks, which shall be determined based on seniority and other relevant facts and circumstances.

4. In the event that an employee is dismissed or is otherwise treated unfairly during pregnancy, childbirth, post-partum, or adoption, the employer is required to prove that the dismissal was not based on said circumstances.

Chapter 4

Education Materials

§ 7 Materials for the education and training of children shall be consistent with the intent of this Act.

1. All academic and occupational education shall be so organised that both genders have an equal opportunity to select the options that the educational institutions offer.

Chapter 5

Committees and Councils

§ 8 All governmental committees, councils, representatives and the like appointed by government authority or institution, shall be so constituted that an equal number of both

genders are represented. The same rule is in effect for those committees, councils, representatives and the like that the parliament and municipal councils appoint, except when those appointed shall be members of parliament or municipal councils.

1. When special circumstances so dictate, the Gender Equality Commission may grant an exception under unique conditions or for a specific occupational speciality.

Chapter 6

Gender Equality Commission

§ 9 The Gender Equality Commission is under the aegis of the Faroese Government. In addition to those responsibilities ascribed to the Commission under this Act, the activities of the Commission shall encompass the following:

1. to ensure compliance with this Act,

2. to act as an advisor to governmental institutions, agencies, organisations and individuals regarding questions of gender equality,

3. to provide recommendations regarding issues of gender equality.

§ 10 The Gender Equality Commission is comprised of five (5) members, who are appointed by the Government upon the recommendation of the organisations and agencies indicated herein: one (1) representative of employees, one (1) representative of employers, one (1) representative of the Faroese Association on the Status of Women, one (1) representative from the school, health and social services department and one representative of the Faroese Government. The representative of the Government serves as the chairperson.

1. Alternate representatives shall be selected in the same manner as the representatives in paragraph 1 above.

2. The Gender Equality Commission shall be selected immediately following an election for parliament for the period that the parliament shall sit. Representatives may be re-elected.

3. The Gender Equality Commission may obtain administrative assistance in order to undertake those tasks imposed by this Act.

§ 11 Individuals who believe they have been discriminated against on the basis of gender, may appeal to the Gender Equality Commission.

1. If the Gender Equality Commission determines there are sufficient grounds to believe that discrimination on the basis of gender has occurred, the Commission may take the case.

2. In the event that a case is brought to the Gender Equality Commission regarding a governmental institution or agency, or the Commission itself takes up a case, the governmental institutions or agencies are required to submit all required information.
3. As in paragraph 3 above, unions and private employers are required to submit to the Gender Equality Commission all information that the Commission determines is necessary to properly review and adjudicate the case.
4. If the Gender Equality Commission so determines that a governmental agency, individual, organisation, business or the like has violated this Act, the Commission, within fourteen (14) days after the case is finally adjudicated by the Commission, shall send a notice to the respective institution or individual to correct said violation within two (2) weeks.
5. The Government may stipulate further regulations regarding the handling and adjudication of petitions.

Chapter 7

Punishment and Proceedings

§ 12 If the Gender Equality Commission determines that an action has occurred that is inconsistent with the intent of the Act and that the notice provided pursuant to § 11, paragraph 5 above has not rectified the situation, the Commission may:

1. seek to initiate prosecution of the case,
2. in the event that one's rights are violated, recommend that one may freely seek legal redress for compensation,
3. bring a civil action alleging activities or practices inconsistent with the intent of the Act,
4. in the event that said action involves a governmental institution or agency, request the respective supervisory authority to require the relevant institution or agency to amend its decision or practices. In the event that said request goes unheeded, the Commission shall take action pursuant to paragraph 1 – 3 above.

§ 13 All agreements that afford employees less redress or rights than provided for under this Act are deemed fully or partially invalid.

§ 14 Violations of §§ 3, 4, 5, 6, 8, 11, and 13 of this Act shall be punishable by fine, including if this be demanded pursuant to a civil action.

1. If the violation is perpetrated by a corporation, association, governmental institution, state, country, municipality or the like, the responsibility for the fine may be levied against the corporation, etc. itself.

§ 15 This Act shall enter into force the day after it is publicly announced.

Annex 2: Response to CEDAW-report from the Union of Womens' Societies in the Faroes

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4 April 2004

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The CEDAW Convention and the Faroese Authorities

The Committee of representatives had a meeting yesterday 3 April. Among the topics that were discussed at the meeting was the Womens' Convention, as the CEDAW Convention is also referred to among women, and your report.

We find that there are many things to appreciate. However, we do not find that all matters are as idyllic in reality as we are told by the act and the report.

Education materials

On the 8 March arrangement this year, one of the things we arranged was "Speakers corner" and a discussion. The participants kept discussing education materials. Several teachers took part in the discussion. There was a general opinion that much of the education materials to a too large extent illustrates an old-fashioned attitude. So in our opinion, one thing is the act – another thing is reality.

Women in politics

This issue has been of great concern to the womens' societies in the Faroes over the years. We have arranged political meetings for female candidates, arranged courses in speech training, arranged female electoral registers and many other things.

We hoped that the result of the Women political workshop of the Western Nordic countries in the Faroes in June 1999 would make the difference. The outcome of this workshop was that the Parliament passed about 8 to 9 resolutions, among which one was about carrying out measures to get more women to participate in politics. We have attended several meetings at the Faroese Parliament's office about 2 years ago, because something was expected to happen at that time. However, we have not heard a word since then. In our opinion, it is of crucial importance to carry out fruitful measures.

Trafficking in women

A working group in the Womens' Society in Tórshavn, and the Union of Womens' Societies has sent a letter to the minister of interior to thank him for dealing seriously with this issue.

We have requested that he introduces the UN resolution and the protocol about preventing organized cross-border sale of women and children, to Parliament for debate and, hopefully, passing.

We also find that new arrivals to the Faroes, especially from countries with a completely different culture from ours, should be given a booklet when arriving in the Faroes, with information on rights, duties and many other things, written in their native language, or in a language that they are able to understand.

Yours sincerely,

Ms Inga Ellingsgaard

Namminersornerullutik Oqartussat - Grønlands Hjemmestyre - Greenland Home Rule
Inuussutissarsiornermut, Nunalerinermut Suliffeqarnermullu Pisortaqarfik
Direktoratet for Erhverv, Landbrug og Arbejdsmarked
Department of Industry, Agriculture and Labour Market

Contribution by Greenland to the Sixth Periodic Report by the Danish Government on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women

The existing legislation in Greenland in the area of equality is:

- Parliament Act no. 7 of 11. April 2003 on equal status of women and men. The act contains provisions to the effect that the public sector must work for equality and incorporate equality in all planning and administration and that there must be an equal number of women and men in various committees and executive bodies. The act also contains provision, which continues the provision in Danish legislation on equal pay and equal treatment with regard to employment – in revised form.
- Parliament Act no. 8 of 11. April 2003 on change of Act no. 5 of 20.May 1998 on the Equal Status Council of Greenland. The change points out that the representatives in the equal status council should represent organizations and groups working for the well being of children and families.
- Parliament Act no. 5 of 20 May 1998 on the Equal Status Council of Greenland
- Act no. 32 of 4 February 1976 on equal pay for men and women
- Act no. 244 of 19 April 1989 on equal treatment of men and women with regard to employment and parental leave, etc. (apart form Sections 7 – 10 and Section 16 – 17)

With the Parliament Act on equal status of women and men the awareness of equal representation of men and women in various committees and executive bodies has increased.

In autumn 2003 the Equal Status Council of Greenland held a conference and a course on the subject "Women in politics" with participants from all Greenland. The general aim of the course was to encourage women to be more active in politics on all levels and to give insight into policy making. The course was financially granted from the Treasury.